

# EXHIBIT E

STATE BAR OF MICHIGAN

2014

# Economics of Law Practice in Michigan

The 2014 Desktop Reference on the Economics of Law Practice in Michigan



**SBM**  
STATE BAR OF MICHIGAN

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# Economics of Law Practice in Michigan

The 2014 Desktop Reference of the Economics of Law Practice in Michigan

July 2014

Please note the survey was conducted in early 2014 with respondents noting 2013 income.

## Introduction

This State Bar of Michigan Economics of Law Practice Report provides current information on the economics of law practice. It is based on a March 2014 survey of the membership and is downloadable online at no charge from the SBM website.

The survey has two objectives:

- To provide timely, relevant and accurate information to inform and guide practical management and planning decisions by Michigan attorneys, including private and non-private practitioners including the judiciary and government workers
- To monitor key trends within the legal profession, based on previous survey research and analysis

Similar studies were undertaken over the past two decades. Survey coverage included:

- Attorney demographics
- Attorney income by practice category, gender, field of law, office location, work status (full- versus part-time), years in practice and firm size
- Prevailing average hourly billing rates by practice class, firm size, field of practice, judicial circuit, county and office location
- Time allocated to billable and non-billable professional activities
- Law office management practices, and
- Perceptions regarding current and future economic circumstances related to law practice including law school debt

## Methods and Measures

In late 2014 an online confidential survey instrument ("questionnaires") were e-mailed to 33,496 attorneys, (18,610 private practitioners and 14,886 non-private practitioners) inviting participation by all active attorneys who were members of the State Bar of Michigan. The data was obtained from approximately 3,892 returned surveys. The economic data provides measures of central tendency and spread.

## Measures of Central Tendency

The economic data is presented in measures of central tendency (mean and median) and dispersion or spread (percentiles).

The mean (also called the average or arithmetic average) is calculated by adding the values of all responses, then dividing by the number of responses.

Example: Three responses—1, 2 and 3—are reported.

The average is calculated by adding their values ( $1 + 2 + 3 = 6$ ), then dividing by the number of responses (3). Thus, the average is  $6 \div 3 = 2$ .

The median is the middle value of a series (distribution) of values, which is initially rank-ordered (from low to high or vice versa). By definition, half the numbers are greater and half are less than the median. Both mean and median values are used throughout this survey report to denote the measure of central tendency. Use of the median as a

statistic for central tendency reduces the effect of "outliers" (extremely high or low values, such as 30), while the average does not.

Example: Three responses—1, 2 and 30—are reported. Median is the middle number of the order of distribution (1, 2, 30) or 2. The average of this same distribution is  $33 \div 3 = 11$ .

The dispersion of data around the median (the 50th percentile) is reported in three increments:

25th percentile (lower quartile): One-fourth of the values are less and three-fourths are more than this value.

75th percentile (upper quartile): Three-fourths of the values are less and one-fourth are more than this value.

95th percentile: Ninety-five percent of the values are less and five percent are more than this value.

## Geographic Areas Defined

The survey divided Michigan into geographic areas by greater metropolitan area and sub portions of Wayne, Oakland and Macomb counties as well as by judicial circuit for aggregation and reporting key statistics generated from the data.

## Interpreting Findings

The survey was conducted in early 2014 and respondents reported income for 2013. To denote gaps, such as the "gender gap" of reported income, the term "gap" is used on selected exhibits as a proportion calculated as the median value of one group divided by another. Hypothetically, a reported median income of \$85,000 for a group of female attorneys divided by \$100,000 for a like group of male attorneys yields the proportion of .85. This could be interpreted in plain English as this group (cohort) of females earns "85 cents on the dollar" compared against their male cohort.

Despite the use of the median to reduce the effect of extremely high or low values ("outliers"), as noted above, readers should use particular caution in interpreting data when only a small number of responses are available. In such cases, readers are advised to "group up" to a larger geographic area or practice category, where appropriate, in order not to distort reality. Generally, no value is represented if fewer than five responses were reported.

In some instances, an exhibit may list fewer than two responses if the data was deemed important enough, with the understanding that the reader should use care when drawing inferences from such a small sample. Findings should be considered and used only in their entirety to avoid misconstruing the meaning of individual exhibits within this report.

### Comparison of Active Michigan Residents and Survey Respondents<sup>1</sup>

|                           | Total Members | Percent      | Respondents  | Percent      |
|---------------------------|---------------|--------------|--------------|--------------|
| Private Practitioners     | 17,391        | 50.8         | 2,734        | 70.2         |
| Non-Private Practitioners | 16,813        | 49.2         | 1,158        | 29.8         |
| <b>Total</b>              | <b>34,204</b> | <b>100.0</b> | <b>3,892</b> | <b>100.0</b> |

1 Private practitioners were more likely to respond to the survey than non-private practitioners. It is likely that private practitioners were more interested in survey results.

### Active Michigan Residents in Private Practice and Private Practice Survey Respondents by Geographic Region

|                                 | Total Private Practitioners | Percent      | Survey Respondents       | Percent      |
|---------------------------------|-----------------------------|--------------|--------------------------|--------------|
| Southeast Michigan <sup>1</sup> | 11,042                      | 64.2         | 1,511                    | 56.8         |
| All Others in State             | 6,152                       | 35.8         | 1,148                    | 43.2         |
| <b>Total</b>                    | <b>17,194</b>               | <b>100.0</b> | <b>2,659<sup>2</sup></b> | <b>100.0</b> |

1 Southeast Michigan Includes Wayne, Oakland, Macomb, Washtenaw and Livingston Counties.

2 Totals do not include individuals not reporting a primary work county.

### Active Michigan Residents in Non-Private Practice and Non-Private Practice Survey Respondents by Geographic Region

|                                 | Total Private Practitioners | Percent      | Survey Respondents       | Percent      |
|---------------------------------|-----------------------------|--------------|--------------------------|--------------|
| Southeast Michigan <sup>1</sup> | 10,114                      | 61.1         | 484                      | 42.5         |
| All Others in State             | 6,429                       | 38.9         | 655                      | 57.5         |
| <b>Total</b>                    | <b>16,543</b>               | <b>100.0</b> | <b>1,139<sup>2</sup></b> | <b>100.0</b> |

1 Southeast Michigan Includes Wayne, Oakland, Macomb, Washtenaw and Livingston.

2 Totals do not include individuals not reporting a primary office location.

### Active Michigan Residents in Private Practice and Survey Respondents in Private Practice by Gender

|              | Total Private Practitioners | Percent      | Survey Respondents | Percent      |
|--------------|-----------------------------|--------------|--------------------|--------------|
| Male         | 12,736                      | 74.1         | 1,997              | 73.9         |
| Female       | 4,456                       | 25.9         | 705                | 26.1         |
| <b>Total</b> | <b>17,192</b>               | <b>100.0</b> | <b>2,702</b>       | <b>100.0</b> |

### Active Michigan Residents in Non-Private Practice and Survey Respondents in Non-Private Practice by Gender

|              | Total Non-Private Practitioners | Percent      | Survey Respondents | Percent      |
|--------------|---------------------------------|--------------|--------------------|--------------|
| Male         | 10,118                          | 61.2         | 633                | 55.7         |
| Female       | 6,423                           | 38.8         | 503                | 44.3         |
| <b>Total</b> | <b>16,541</b>                   | <b>100.0</b> | <b>1,136</b>       | <b>100.0</b> |

## Characteristics of the Respondents

This section summarizes demographic characteristics of the survey respondents, including their practice classification, work status (full- vs. part-time), years in practice and firm size (measured by number of attorneys).

### Practice Classification for Private Practitioners Responding to the Survey

|   | Number       | Percent      |
|---|--------------|--------------|
| Sole Practitioner, office outside of home     | 490          | 20.1         |
| Sole Practitioner, working out of home office | 245          | 10.0         |
| Sole Practitioner, sharing space              | 151          | 6.2          |
| Managing Partner                              | 178          | 7.3          |
| Equity Partner/Shareholder                    | 582          | 23.9         |
| Non-Equity Partner                            | 161          | 6.6          |
| Of Counsel                                    | 54           | 2.2          |
| Senior Associate                              | 121          | 5.0          |
| Associate                                     | 385          | 15.8         |
| Arbitrator/Mediator                           | 9            | .4           |
| Assigned Counsel                              | 2            | .1           |
| Other   | 60           | 2.5          |
| <b>Total</b>                                  | <b>2,438</b> | <b>100.0</b> |

### Practice Classification for Non-Private Practitioners Responding to the Survey

|                        | Number       | Percent      |
|------------------------|--------------|--------------|
| Academia               | 44           | 3.9          |
| Law School             | 40           | 3.5          |
| In-House Counsel       | 268          | 23.7         |
| Judge                  | 56           | 5.0          |
| Other Judiciary        | 77           | 6.8          |
| Legal Service Agency   | 75           | 6.6          |
| Federal Government     | 77           | 6.8          |
| Local Government       | 158          | 14.0         |
| State Government       | 157          | 13.9         |
| Governmental Relations | 4            | .4           |
| Military               | 6            | .5           |
| Non-Law Related        | 25           | 2.2          |
| Non-Profit Org         | 61           | 5.4          |
| Retired                | 31           | 2.7          |
| Other                  | 52           | 4.6          |
| <b>Total</b>           | <b>1,131</b> | <b>100.0</b> |

### Private Practitioners and Non-Private Practitioners by Full- or Part-Time Work Status and Gender

|                  | Private Number | Private Percent | Non-Private Number | Non-Private Percent |
|------------------|----------------|-----------------|--------------------|---------------------|
| Female Full-Time | 574            | 21.2            | 458                | 40.3                |
| Female Part-Time | 131            | 4.8             | 45                 | 4.0                 |
| Male Full-Time   | 1,747          | 64.7            | 604                | 53.2                |
| Male Part-Time   | 250            | 9.3             | 29                 | 2.6                 |
| <b>Total</b>     | <b>2,702</b>   | <b>100.0</b>    | <b>1,136</b>       | <b>100.0</b>        |

**Private and Non-Private Survey Respondents by Office Location**

|                                    | Private | % Private | Non-Private | % Non-Private |
|------------------------------------|---------|-----------|-------------|---------------|
| Downtown Detroit & New Center area | 167     | 6.1       | 171         | 15.0          |
| Detroit, not downtown              | 16      | 0.6       | 10          | 0.9           |
| Remainder Wayne County             | 148     | 5.4       | 43          | 3.8           |
| Oakland County (north of M-59)     | 73      | 2.7       | 46          | 4.0           |
| Oakland County (south of M-59)     | 655     | 24.1      | 80          | 7.0           |
| Southfield                         | 176     | 6.5       | 37          | 3.2           |
| Mount Clemens area                 | 44      | 1.6       | 19          | 1.7           |
| Remainder Macomb County            | 101     | 3.7       | 10          | 0.9           |
| Ann Arbor area                     | 133     | 4.9       | 63          | 5.5           |
| Livingston County                  | 29      | 1.1       | 5           | 0.4           |
| Battle Creek area                  | 24      | 0.9       | 8           | 0.7           |
| Bay City/Midland/Saginaw area      | 56      | 2.1       | 26          | 2.3           |
| Flint area                         | 70      | 2.6       | 27          | 2.4           |
| Grand Rapids area                  | 341     | 12.6      | 67          | 5.9           |
| Jackson area                       | 32      | 1.2       | 13          | 1.1           |
| Traverse City area                 | 43      | 1.6       | 10          | 0.9           |
| Kalamazoo area                     | 71      | 2.6       | 37          | 3.2           |
| Muskegon area                      | 46      | 1.7       | 11          | 1.0           |
| Lansing area                       | 177     | 6.5       | 202         | 17.7          |
| Mid-Michigan area                  | 41      | 1.5       | 22          | 1.9           |
| Other metro areas                  | 21      | 0.8       | 6           | 0.5           |
| Out state, lower peninsula         | 47      | 1.7       | 18          | 1.6           |
| Upper Peninsula                    | 35      | 1.3       | 16          | 1.4           |
| Northern Michigan, lower peninsula | 60      | 2.2       | 24          | 2.1           |
| Out of state                       | 111     | 4.1       | 168         | 14.7          |
| Total                              | 2,717   | 100.0     | 1,139       | 100.0         |

**Survey Respondents by Years in Practice**

|          | Private Number | Private Percent | Non-Private Number | Non-Private Percent |
|----------|----------------|-----------------|--------------------|---------------------|
| <1       | 9              | 0.3             | 4                  | 0.4                 |
| 1 to 2   | 156            | 5.8             | 85                 | 7.5                 |
| 3 to 5   | 211            | 7.8             | 120                | 10.6                |
| 6 to 10  | 343            | 12.7            | 166                | 14.6                |
| 11 to 15 | 240            | 8.9             | 128                | 11.3                |
| 16 to 25 | 560            | 20.7            | 229                | 20.1                |
| 26 to 30 | 275            | 10.2            | 133                | 11.7                |
| 31 to 35 | 336            | 12.4            | 131                | 11.5                |
| >35      | 574            | 21.2            | 141                | 12.4                |
| Total    | 2,704          | 100.0           | 1,137              | 100.0               |

**Respondents in Private Practice by Firm Size<sup>1</sup>**

|        | Number | Percent |
|--------|--------|---------|
| 1      | 952    | 36.5    |
| 2      | 264    | 10.1    |
| 3      | 159    | 6.1     |
| 4 to 6 | 325    | 12.5    |

**Respondents in Private Practice by Firm Size<sup>1</sup>**

|          | Number | Percent |
|----------|--------|---------|
| 7 to 10  | 206    | 7.9     |
| 11 to 20 | 196    | 7.5     |
| 21 to 50 | 225    | 8.6     |
| >50      | 279    | 10.7    |
| Total    | 2,606  | 100.0   |

<sup>1</sup> Based on the number of FTE attorneys in the office location where the respondent practices

**Billing Rates for Private Practitioners****Hourly Billing Rates by Years in Practice for Private Practitioners**

|          | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|----------|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| <1       | 8      | 138                         | 163    | 172  | 214                         | 250                         |
| 1 to 2   | 140    | 150                         | 189    | 189  | 225                         | 284                         |
| 3 to 5   | 197    | 160                         | 200    | 205  | 250                         | 317                         |
| 6 to 10  | 326    | 180                         | 225    | 236  | 283                         | 370                         |
| 11 to 15 | 228    | 195                         | 250    | 260  | 300                         | 435                         |
| 16 to 25 | 544    | 200                         | 269    | 291  | 350                         | 488                         |
| 26 to 30 | 264    | 200                         | 250    | 279  | 347                         | 500                         |
| 31 to 35 | 319    | 200                         | 250    | 276  | 300                         | 515                         |
| >35      | 540    | 200                         | 250    | 285  | 350                         | 525                         |
| Total    | 2,566  | 192                         | 245    | 264  | 310                         | 483                         |

**Hourly Billing Rates by Firm Size for Private Practitioners<sup>1</sup>**

|          | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|----------|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| 1        | 902    | 175                         | 210    | 222  | 250                         | 375                         |
| 2        | 249    | 183                         | 225    | 248  | 275                         | 400                         |
| 3        | 155    | 200                         | 250    | 259  | 300                         | 400                         |
| 4 to 6   | 302    | 192                         | 235    | 259  | 300                         | 450                         |
| 7 to 10  | 201    | 192                         | 250    | 273  | 325                         | 455                         |
| 11 to 20 | 184    | 201                         | 260    | 290  | 366                         | 500                         |
| 21 to 50 | 217    | 212                         | 288    | 299  | 340                         | 520                         |
| >50      | 277    | 280                         | 375    | 377  | 475                         | 570                         |
| Total    | 2,487  | 192                         | 245    | 265  | 313                         | 485                         |

<sup>1</sup> Based on the number of FTE attorneys in the office location where the respondent practices

**2013 Attorney Hourly Billing Rates by Office Location**

|                                    | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|------------------------------------|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Downtown Detroit & New Center area | 159    | 195                         | 275    | 304  | 400                         | 550                         |
| Detroit, not downtown              | 16     | 150                         | 250    | 243  | 313                         | 538                         |
| Remainder Wayne County             | 139    | 195                         | 225    | 227  | 250                         | 350                         |
| Oakland County (north of M-59)     | 69     | 200                         | 250    | 266  | 300                         | 563                         |
| Oakland County (south of M-59)     | 625    | 200                         | 250    | 280  | 325                         | 495                         |
| Southfield                         | 157    | 210                         | 275    | 308  | 395                         | 550                         |
| Mount Clemens area                 | 40     | 181                         | 225    | 232  | 258                         | 383                         |

**2013 Attorney Hourly Billing Rates by Office Location**

|                                    | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|------------------------------------|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Remainder Macomb County            | 94     | 192                         | 225    | 237  | 285                         | 400                         |
| Ann Arbor area                     | 127    | 200                         | 275    | 290  | 350                         | 520                         |
| Livingston County                  | 29     | 192                         | 200    | 213  | 250                         | 275                         |
| Battle Creek area                  | 24     | 163                         | 200    | 203  | 250                         | 250                         |
| Bay City/Midland/Saginaw area      | 52     | 178                         | 216    | 228  | 250                         | 450                         |
| Flint area                         | 66     | 180                         | 215    | 238  | 275                         | 400                         |
| Grand Rapids area                  | 330    | 210                         | 280    | 298  | 370                         | 510                         |
| Jackson area                       | 29     | 167                         | 185    | 210  | 240                         | 370                         |
| Traverse City area                 | 42     | 175                         | 200    | 206  | 240                         | 288                         |
| Kalamazoo area                     | 68     | 178                         | 243    | 242  | 295                         | 400                         |
| Muskegon area                      | 44     | 175                         | 200    | 231  | 250                         | 455                         |
| Lansing area                       | 171    | 175                         | 230    | 241  | 297                         | 400                         |
| Mid-Michigan area                  | 38     | 150                         | 184    | 202  | 250                         | 350                         |
| Other metro areas                  | 20     | 150                         | 175    | 190  | 207                         | 363                         |
| Out state, lower peninsula         | 47     | 175                         | 200    | 212  | 242                         | 383                         |
| Upper Peninsula                    | 33     | 123                         | 173    | 158  | 195                         | 225                         |
| Northern Michigan, lower peninsula | 58     | 153                         | 200    | 197  | 222                         | 333                         |
| Out of state                       | 103    | 225                         | 300    | 312  | 355                         | 613                         |
| Total                              | 2,580  | 192                         | 245    | 265  | 312                         | 485                         |

**Hourly Billing Rates by Field of Practice<sup>1</sup>**

|                                    | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|------------------------------------|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Administrative law                 | 85     | 200                         | 250    | 284  | 350                         | 520                         |
| Appellate law                      | 139    | 195                         | 275    | 274  | 350                         | 480                         |
| Arbitration/Mediation              | 89     | 200                         | 260    | 285  | 325                         | 550                         |
| Auto (not lemon) law               | 38     | 250                         | 350    | 344  | 400                         | 550                         |
| Auto no fault                      | 142    | 150                         | 250    | 300  | 400                         | 550                         |
| Bankruptcy, creditor               | 73     | 250                         | 295    | 327  | 350                         | 510                         |
| Bankruptcy, debtor                 | 124    | 195                         | 223    | 230  | 260                         | 350                         |
| Business planning                  | 337    | 215                         | 260    | 289  | 325                         | 520                         |
| Civil litigation                   | 768    | 210                         | 275    | 290  | 345                         | 500                         |
| Civil rights                       | 74     | 200                         | 250    | 276  | 350                         | 450                         |
| Collections, creditor              | 107    | 175                         | 200    | 225  | 260                         | 375                         |
| Collections, debtor                | 14     | 225                         | 300    | 295  | 385                         | 400                         |
| Condemnation law                   | 5      | 250                         | 300    | 291  | 330                         | 400                         |
| Construction law                   | 70     | 225                         | 275    | 287  | 325                         | 465                         |
| Consumer law (including lemon law) | 44     | 200                         | 335    | 321  | 400                         | 500                         |
| Criminal (private defendant)       | 293    | 175                         | 200    | 222  | 250                         | 360                         |
| Criminal (public defendant)        | 111    | 150                         | 85     | 112  | 190                         | 250                         |
| Employment law (plaintiff)         | 94     | 200                         | 250    | 274  | 330                         | 450                         |
| Employment law (defense)           | 145    | 225                         | 275    | 285  | 340                         | 455                         |
| Environmental law                  | 40     | 245                         | 300    | 319  | 363                         | 528                         |
| Family law                         | 509    | 175                         | 200    | 221  | 250                         | 350                         |
| Foreclosure, debtor                | 6      | 200                         | 210    | 237  | 350                         | 350                         |
| Foreclosure, lender                | 48     | 198                         | 215    | 237  | 250                         | 435                         |

**Hourly Billing Rates by Field of Practice<sup>1</sup>**

|  | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|--|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| General practice                                     | 284    | 175                         | 210    | 227  | 250                         | 360                         |
| Health & hospital law                                | 62     | 245                         | 298    | 330  | 420                         | 550                         |
| Immigration law                                      | 27     | 175                         | 250    | 254  | 300                         | 405                         |
| Insurance law  | 149    | 150                         | 195    | 236  | 300                         | 455                         |
| Intellectual property/trade secrets                  | 120    | 250                         | 333    | 342  | 425                         | 550                         |
| Landlord/tenant (commercial)                         | 30     | 190                         | 250    | 254  | 300                         | 445                         |
| Landlord/tenant (residential)                        | 67     | 165                         | 200    | 189  | 210                         | 250                         |
| Medical malpractice (plaintiff)                      | 39     | 350                         | 400    | 474  | 500                         | 1000                        |
| Medical malpractice (defendant)                      | 51     | 150                         | 175    | 171  | 185                         | 238                         |
| Other civil law                                      | 261    | 200                         | 250    | 272  | 325                         | 500                         |
| Other professional liability                         | 40     | 223                         | 315    | 320  | 388                         | 500                         |
| Personal injury (defendant)                          | 119    | 150                         | 165    | 190  | 200                         | 325                         |
| Personal injury (plaintiff)                          | 184    | 250                         | 350    | 358  | 400                         | 600                         |
| Probate, administration,<br>decedent's estates       | 371    | 195                         | 225    | 234  | 250                         | 395                         |
| Guardianship & conservatorship                       | 103    | 175                         | 210    | 215  | 250                         | 350                         |
| Probate litigation,<br>decedents' estates            | 90     | 200                         | 243    | 250  | 275                         | 460                         |
| Probate, trust administration                        | 198    | 200                         | 250    | 272  | 300                         | 475                         |
| Probate, trust litigation                            | 68     | 243                         | 295    | 300  | 350                         | 460                         |
| Product liability                                    | 29     | 220                         | 300    | 304  | 350                         | 500                         |
| Public benefits                                      | 14     | 180                         | 225    | 231  | 250                         | 395                         |
| Public corporation law (including<br>city & village) | 71     | 140                         | 175    | 196  | 225                         | 445                         |
| Real estate  | 369    | 200                         | 250    | 257  | 300                         | 450                         |
| Securities law                                       | 31     | 275                         | 400    | 387  | 500                         | 600                         |
| Tax law  | 137    | 250                         | 300    | 331  | 410                         | 550                         |
| Workers' compensation employee                       | 25     | 200                         | 250    | 244  | 300                         | 400                         |
| Workers' compensation employer                       | 27     | 100                         | 115    | 115  | 125                         | 145                         |
| Total  | 6,321  | 195                         | 250    | 263  | 300                         | 480                         |

<sup>1</sup> Excludes individuals not reporting a field of practice or an hourly rate

**2013 Attorney Hourly Billing Rates by County**

|         | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|---------|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Alcona  | 3      | 153                         | 195    | 183  | 200                         | 200                         |
| Alger   | 5      | 175                         | 197    | 181  | 200                         | 225                         |
| Allegan | 55     | 193                         | 225    | 249  | 290                         | 425                         |
| Alpena  | 9      | 180                         | 185    | 188  | 200                         | 210                         |
| Antrim  | 26     | 175                         | 210    | 208  | 233                         | 275                         |
| Arenac  | 1      | .                           | .      | .    | .                           | .                           |
| Baraga  | 5      | 110                         | 175    | 152  | 180                         | 195                         |
| Barry   | 16     | 223                         | 258    | 259  | 292                         | 333                         |
| Bay     | 47     | 175                         | 225    | 233  | 275                         | 450                         |
| Benzie  | 14     | 150                         | 205    | 219  | 235                         | 625                         |
| Berrien | 47     | 175                         | 217    | 238  | 267                         | 400                         |
| Branch  | 11     | 150                         | 190    | 195  | 240                         | 250                         |
| Calhoun | 54     | 175                         | 201    | 220  | 250                         | 375                         |
| Cass    | 21     | 160                         | 200    | 228  | 255                         | 400                         |

## 2013 Attorney Hourly Billing Rates by County

|                | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|----------------|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Charlevoix     | 18     | 200                         | 220    | 251  | 280                         | 545                         |
| Cheboygan      | 8      | 175                         | 200    | 215  | 252                         | 333                         |
| Chippewa       | 4      | 165                         | 183    | 184  | 203                         | 205                         |
| Clare          | 8      | 204                         | 255    | 259  | 320                         | 350                         |
| Clinton        | 56     | 186                         | 225    | 234  | 263                         | 350                         |
| Crawford       | 5      | 150                         | 180    | 187  | 225                         | 250                         |
| Delta          | 7      | 105                         | 133    | 136  | 175                         | 200                         |
| Dickinson      | 4      | 131                         | 181    | 184  | 238                         | 250                         |
| Eaton          | 91     | 175                         | 213    | 220  | 250                         | 340                         |
| Emmet          | 24     | 198                         | 226    | 242  | 254                         | 445                         |
| Genesee        | 129    | 180                         | 217    | 241  | 275                         | 400                         |
| Gladwin        | 2      | 167                         | 208    | 208  | 250                         | 250                         |
| Gogebic        | 2      | 83                          | 179    | 179  | 275                         | 275                         |
| Grand Traverse | 66     | 167                         | 211    | 213  | 250                         | 325                         |
| Gratiot        | 11     | 183                         | 225    | 255  | 307                         | 500                         |
| Hillsdale      | 4      | 179                         | 190    | 235  | 292                         | 383                         |
| Houghton       | 8      | 123                         | 167    | 163  | 185                         | 250                         |
| Huron          | 3      | 320                         | 325    | 363  | 445                         | 445                         |
| Ingham         | 218    | 175                         | 232    | 249  | 300                         | 480                         |
| Ionia          | 11     | 185                         | 200    | 226  | 250                         | 375                         |
| Iosco          | 8      | 139                         | 193    | 198  | 260                         | 325                         |
| Iron           | 2      | 125                         | 149    | 149  | 173                         | 173                         |
| Isabella       | 20     | 179                         | 220    | 223  | 250                         | 342                         |
| Jackson        | 49     | 167                         | 190    | 231  | 300                         | 400                         |
| Kalamazoo      | 121    | 190                         | 242    | 258  | 320                         | 450                         |
| Kalkaska       | 8      | 125                         | 200    | 178  | 220                         | 250                         |
| Kent           | 389    | 208                         | 280    | 298  | 370                         | 510                         |
| Keweenaw       | 1      | .                           | .      | .    | .                           | .                           |
| Lake           | 0      | .                           | .      | .    | .                           | .                           |
| Lapeer         | 37     | 175                         | 205    | 242  | 250                         | 450                         |
| Leelanau       | 27     | 157                         | 223    | 210  | 250                         | 300                         |
| Lenawee        | 34     | 183                         | 241    | 250  | 300                         | 420                         |
| Livingston     | 86     | 185                         | 225    | 231  | 267                         | 350                         |
| Luce           | 1      | .                           | .      | .    | .                           | .                           |
| Mackinac       | 6      | 200                         | 228    | 214  | 250                         | 250                         |
| Macomb         | 675    | 200                         | 250    | 262  | 300                         | 450                         |
| Manistee       | 5      | 205                         | 210    | 209  | 225                         | 255                         |
| Marquette      | 23     | 137                         | 180    | 181  | 225                         | 300                         |
| Mason          | 4      | 153                         | 190    | 179  | 205                         | 210                         |
| Mecosta        | 9      | 150                         | 200    | 210  | 250                         | 335                         |
| Menominee      | 3      | 75                          | 143    | 131  | 175                         | 175                         |
| Midland        | 33     | 185                         | 228    | 249  | 275                         | 470                         |
| Missaukee      | 3      | 125                         | 150    | 162  | 210                         | 210                         |
| Monroe         | 35     | 167                         | 183    | 253  | 250                         | 900                         |
| Montcalm       | 18     | 195                         | 241    | 254  | 333                         | 450                         |
| Montmorency    | 9      | 175                         | 200    | 193  | 210                         | 233                         |
| Muskegon       | 72     | 182                         | 233    | 269  | 328                         | 455                         |

**2013 Attorney Hourly Billing Rates by County**

|                       | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|-----------------------|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Newaygo               | 13     | 175                         | 193    | 194  | 200                         | 275                         |
| Oakland               | 1,226  | 200                         | 250    | 278  | 325                         | 500                         |
| Oceana                | 9      | 127                         | 180    | 188  | 200                         | 383                         |
| Ogemaw                | 6      | 125                         | 163    | 150  | 180                         | 195                         |
| Ontonagon             | 3      | 83                          | 173    | 186  | 300                         | 300                         |
| Osceola               | 5      | 167                         | 200    | 185  | 210                         | 250                         |
| Oscoda                | 1      | .                           | .      | .    | .                           | .                           |
| Otsego                | 13     | 150                         | 200    | 198  | 225                         | 300                         |
| Ottawa                | 182    | 200                         | 250    | 278  | 325                         | 485                         |
| Presque Isle          | 5      | 185                         | 200    | 192  | 200                         | 210                         |
| Roscommon             | 6      | 150                         | 165    | 174  | 192                         | 250                         |
| Saginaw               | 80     | 172                         | 225    | 244  | 299                         | 468                         |
| Sanilac               | 3      | 57                          | 60     | 106  | 200                         | 200                         |
| Schoolcraft           | 3      | 107                         | 175    | 159  | 197                         | 197                         |
| Shiawassee            | 23     | 175                         | 200    | 282  | 250                         | 900                         |
| St. Clair             | 29     | 180                         | 200    | 215  | 250                         | 325                         |
| St. Joseph            | 21     | 200                         | 235    | 230  | 250                         | 300                         |
| Tuscola               | 13     | 155                         | 200    | 189  | 220                         | 238                         |
| Van Buren             | 36     | 155                         | 201    | 215  | 250                         | 360                         |
| Washtenaw             | 245    | 200                         | 250    | 284  | 342                         | 510                         |
| Wayne                 | 1,195  | 200                         | 250    | 275  | 325                         | 500                         |
| Wexford               | 10     | 167                         | 230    | 238  | 288                         | 350                         |
| Statewide Practice    | 45     | 201                         | 263    | 301  | 375                         | 560                         |
| Out of state practice | 125    | 223                         | 300    | 336  | 425                         | 625                         |
| Total                 | 5,968  | 192                         | 245    | 264  | 309                         | 480                         |

**2013 Attorney Hourly Billing Rates by Circuit**

|                                    | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|------------------------------------|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Hillsdale                          | 4      | 179                         | 190    | 235  | 292                         | 383                         |
| Berrien                            | 47     | 175                         | 217    | 238  | 267                         | 400                         |
| Wayne                              | 1,195  | 200                         | 250    | 275  | 325                         | 500                         |
| Jackson                            | 49     | 167                         | 190    | 231  | 300                         | 400                         |
| Barry                              | 16     | 223                         | 258    | 259  | 292                         | 333                         |
| Oakland                            | 1,226  | 200                         | 250    | 278  | 325                         | 500                         |
| Genesee                            | 129    | 180                         | 217    | 241  | 275                         | 400                         |
| Ionia, Montcalm                    | 29     | 193                         | 240    | 244  | 300                         | 375                         |
| Kalamazoo                          | 121    | 190                         | 242    | 258  | 320                         | 450                         |
| Saginaw                            | 80     | 172                         | 225    | 244  | 299                         | 468                         |
| Alger, Luce, Mackinac, Schoolcraft | 15     | 175                         | 200    | 191  | 225                         | 250                         |
| Baraga, Houghton, Keweenaw         | 14     | 110                         | 174    | 160  | 180                         | 250                         |
| Antrim, Grand Traverse, Leelanau   | 119    | 167                         | 213    | 211  | 250                         | 300                         |
| Muskegon                           | 72     | 182                         | 233    | 269  | 328                         | 455                         |
| Branch                             | 11     | 150                         | 190    | 195  | 240                         | 250                         |
| Macomb                             | 675    | 200                         | 250    | 262  | 300                         | 450                         |
| Kent                               | 389    | 208                         | 280    | 298  | 370                         | 510                         |
| Bay                                | 47     | 175                         | 225    | 233  | 275                         | 450                         |
| Benzie, Manistee                   | 19     | 150                         | 205    | 217  | 235                         | 625                         |

## 2013 Attorney Hourly Billing Rates by Circuit

|                               | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|-------------------------------|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Ottawa                        | 182    | 200                         | 250    | 278  | 325                         | 485                         |
| Isabella                      | 20     | 179                         | 220    | 223  | 250                         | 342                         |
| Washtenaw                     | 245    | 200                         | 250    | 284  | 342                         | 510                         |
| Alcona, Arenac, Iosco, Oscoda | 26     | 150                         | 198    | 191  | 222                         | 320                         |
| Sanilac                       | 3      | 57                          | 60     | 106  | 200                         | 200                         |
| Marquette                     | 23     | 137                         | 180    | 181  | 225                         | 300                         |
| Alpena, Montmorency           | 18     | 175                         | 188    | 190  | 210                         | 233                         |
| Newaygo, Oceana               | 22     | 160                         | 187    | 192  | 200                         | 275                         |
| Missaukee, Wexford            | 13     | 150                         | 210    | 220  | 275                         | 350                         |
| Clinton, Gratiot              | 67     | 185                         | 225    | 238  | 275                         | 350                         |
| Ingham                        | 218    | 175                         | 232    | 249  | 300                         | 480                         |
| St. Clair                     | 29     | 180                         | 200    | 215  | 250                         | 325                         |
| Gogebic, Ontonagon            | 5      | 83                          | 173    | 183  | 275                         | 300                         |
| Charlevoix                    | 18     | 200                         | 220    | 251  | 280                         | 545                         |
| Ogemaw, Roscommon             | 12     | 138                         | 163    | 162  | 186                         | 250                         |
| Shiawassee                    | 23     | 175                         | 200    | 282  | 250                         | 900                         |
| Van Buren                     | 36     | 155                         | 201    | 215  | 250                         | 360                         |
| Calhoun                       | 54     | 175                         | 201    | 220  | 250                         | 375                         |
| Monroe                        | 35     | 167                         | 183    | 253  | 250                         | 900                         |
| Lenawee                       | 34     | 183                         | 241    | 250  | 300                         | 420                         |
| Lapeer                        | 37     | 175                         | 205    | 242  | 250                         | 450                         |
| Dickinson, Iron, Menominee    | 9      | 125                         | 143    | 159  | 175                         | 250                         |
| Midland                       | 33     | 185                         | 228    | 249  | 275                         | 470                         |
| Cass                          | 21     | 160                         | 200    | 228  | 255                         | 400                         |
| Livingston                    | 86     | 185                         | 225    | 231  | 267                         | 350                         |
| St. Joseph                    | 21     | 200                         | 235    | 230  | 250                         | 300                         |
| Crawford, Kalkaska, Otsego    | 13     | 130                         | 200    | 181  | 225                         | 250                         |
| Delta                         | 7      | 105                         | 133    | 136  | 175                         | 200                         |
| Allegan                       | 55     | 193                         | 225    | 249  | 290                         | 425                         |
| Mecosta, Osceola              | 14     | 150                         | 200    | 201  | 250                         | 335                         |
| Chippewa                      | 4      | 165                         | 183    | 184  | 203                         | 205                         |
| Lake, Mason                   | 4      | 153                         | 190    | 179  | 205                         | 210                         |
| 52 Huron                      | 3      | 320                         | 325    | 363  | 445                         | 445                         |
| Cheboygan, Presque Isle       | 13     | 185                         | 200    | 206  | 210                         | 333                         |
| 54 Tuscola                    | 13     | 155                         | 200    | 189  | 220                         | 238                         |
| Clare, Gladwin                | 10     | 183                         | 250    | 249  | 307                         | 350                         |
| Eaton                         | 91     | 175                         | 213    | 220  | 250                         | 340                         |
| Emmet                         | 24     | 198                         | 226    | 242  | 254                         | 445                         |
| Statewide Practice            | 45     | 201                         | 263    | 301  | 375                         | 560                         |
| Out of State Practice         | 125    | 223                         | 300    | 336  | 425                         | 625                         |
| Total                         | 5,968  | 192                         | 245    | 264  | 309                         | 480                         |

## Attorney Income in 2013

This section summarizes attorney income from the practice of law for the calendar year 2013. Information is arrayed by practice category or class, income group, gender and work status, field of law and firm size.

For 2013 median income reported for all private practitioners (part- and full-time) was \$100,000 and the mean is 178,340. The median income for non-private practitioners is \$90,000 and the mean is \$119,378.

### 2013 Reported Attorney Income by Practice Classification – Private Practitioners<sup>1</sup>

|   | Number | 25th Percentile | Median  | Mean    | 75th Percentile | 95th Percentile |
|---|--------|-----------------|---------|---------|-----------------|-----------------|
| Sole Practitioner, office outside of home     | 444    | 40,000          | 75,000  | 120,929 | 145,000         | 325,000         |
| Sole Practitioner, working out of home office | 222    | 9,563           | 25,083  | 47,881  | 64,000          | 175,000         |
| Sole Practitioner, sharing space              | 138    | 40,000          | 70,000  | 92,728  | 103,000         | 300,000         |
| Managing Partner                              | 161    | 104,000         | 200,000 | 329,036 | 350,000         | 1,100,000       |
| Equity Partner/Shareholder                    | 528    | 132,287         | 215,000 | 300,921 | 350,000         | 750,000         |
| Non-Equity Partner                            | 142    | 121,000         | 174,500 | 181,482 | 211,000         | 360,000         |
| Of Counsel                                    | 49     | 45,000          | 114,000 | 134,404 | 180,000         | 362,352         |
| Senior Associate                              | 109    | 85,000          | 105,000 | 123,595 | 143,000         | 250,000         |
| Associate                                     | 342    | 50,000          | 70,000  | 79,412  | 97,000          | 139,935         |
| Arbitrator/Mediator                           | 8      | 4,250           | 42,500  | 131,688 | 230,000         | 500,000         |
| Assigned Counsel                              | 2      | 0               | 51,250  | 51,250  | 102,500         | 102,500         |
| Other   | 51     | 60,000          | 100,000 | 559,055 | 150,000         | 950,000         |
| Total   | 2,196  | 52,900          | 100,000 | 178,340 | 200,000         | 500,000         |

<sup>1</sup> Practice classification is self-reported

### 2013 Reported Attorney Income by Practice Classification – Non-Private Practitioners<sup>1</sup>

|                        | Number | 25th Percentile | Median  | Mean    | 75th Percentile | 95th Percentile |
|------------------------|--------|-----------------|---------|---------|-----------------|-----------------|
| Academia               | 41     | 50,000          | 75,000  | 101,131 | 141,500         | 200,000         |
| Law School             | 38     | 58,000          | 81,695  | 96,208  | 149,000         | 200,000         |
| In-House Counsel       | 246    | 87,000          | 125,000 | 167,194 | 185,000         | 400,000         |
| Judge                  | 55     | 138,000         | 139,900 | 139,646 | 140,000         | 176,000         |
| Other Judiciary        | 76     | 49,000          | 68,747  | 258,477 | 90,175          | 125,000         |
| Legal Service Agency   | 70     | 42,132          | 55,000  | 56,944  | 71,938          | 95,000          |
| Federal Government     | 70     | 83,000          | 111,100 | 112,053 | 144,000         | 165,000         |
| Local Government       | 147    | 52,000          | 75,000  | 75,125  | 98,500          | 116,000         |
| State Government       | 152    | 67,500          | 90,000  | 87,722  | 107,570         | 134,000         |
| Governmental Relations | 2      | 100,000         | 117,500 | 117,500 | 135,000         | 135,000         |
| Military               | 5      | 70,000          | 80,000  | 71,363  | 80,000          | 85,000          |
| Non-Law Related        | 22     | 30,000          | 58,000  | 72,701  | 96,000          | 180,000         |
| Non-Profit Org         | 59     | 42,000          | 58,000  | 76,968  | 102,000         | 220,000         |
| Retired                | 15     | 2,000           | 20,000  | 57,333  | 130,000         | 155,500         |
| Other                  | 45     | 50,000          | 69,000  | 99,002  | 102,458         | 300,000         |
| Total                  | 1,043  | 58,000          | 90,000  | 119,378 | 125,000         | 220,000         |

<sup>1</sup> Practice classification is self-reported

**2013 Survey Respondents Attorney Income by Work Status and Gender, Private and Non-Private Practitioners****Private Practitioners**

|                  | Number | 25 <sup>th</sup> Percentile | Median  | Mean    | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|------------------|--------|-----------------------------|---------|---------|-----------------------------|-----------------------------|
| Female part-time | 119    | 8,000                       | 28,000  | 44,563  | 60,000                      | 175,000                     |
| Female full-time | 512    | 53,500                      | 89,000  | 123,969 | 145,000                     | 310,000                     |
| Male part-time   | 228    | 12,000                      | 47,500  | 124,303 | 100,000                     | 450,000                     |
| Male full-time   | 1,588  | 70,000                      | 125,000 | 211,742 | 240,000                     | 500,000                     |
| Total            | 2,447  | 53,000                      | 100,000 | 177,099 | 200,000                     | 497,000                     |

**Non-Private Practitioners**

|                  | Number | 25 <sup>th</sup> Percentile | Median  | Mean    | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|------------------|--------|-----------------------------|---------|---------|-----------------------------|-----------------------------|
| Female part-time | 36     | 3,750                       | 22,000  | 37,532  | 54,000                      | 142,080                     |
| Female full-time | 425    | 55,000                      | 80,000  | 123,740 | 110,000                     | 160,000                     |
| Male part-time   | 26     | 13,000                      | 27,500  | 43,137  | 65,000                      | 120,000                     |
| Male full-time   | 574    | 70,000                      | 100,000 | 123,030 | 140,000                     | 275,000                     |
| Total            | 1,061  | 58,000                      | 90,000  | 118,456 | 125,000                     | 220,000                     |

**Median Income by Years in Practice and Practice Classification for Private Practitioners**

|   | 1 to 2 | 3 to 5  | 6 to 10 | 11 to 15 | 16 to 26 | 26 to 30 | 31 to 35 | >35     |
|---|--------|---------|---------|----------|----------|----------|----------|---------|
| Sole Practitioner, office outside of home     | 7,500  | 37,500  | 65,434  | 70,000   | 72,755   | 90,000   | 100,000  | 82,500  |
| Sole Practitioner, working out of home office | 2,500  | 12,000  | 21,000  | 18,000   | 40,000   | 48,592   | 52,000   | 23,000  |
| Sole Practitioner, sharing space              | 8,250  | 28,500  | 50,000  | 52,000   | 77,500   | 90,000   | 81,500   | 80,000  |
| Managing Partner                              | 21,926 | 90,000  | 147,500 | 134,000  | 241,500  | 250,000  | 180,000  | 250,000 |
| Equity Partner/ Shareholder                   | 19,500 | 90,500  | 150,000 | 178,000  | 250,000  | 230,000  | 210,000  | 225,000 |
| Non-Equity Partner                            |        |         | 144,500 | 190,000  | 190,000  | 137,500  | 147,500  | 225,000 |
| Of Counsel                                    |        |         | 39,000  | 79,500   | 177,500  | 180,000  | 153,500  | 67,500  |
| Senior Associate                              |        | 103,000 | 107,000 | 117,500  | 90,000   | 110,000  | 164,000  | 100,000 |
| Associate                                     | 50,000 | 73,500  | 82,000  | 77,000   | 80,000   | 52,000   | 92,000   | 42,000  |
| Arbitrator/Mediator                           |        |         |         |          |          |          | 65,000   | 20,000  |
| Assigned Counsel                              |        |         | 102,500 |          |          |          |          |         |
| Other   | 60,000 | 116,000 | 60,000  | 90,000   | 87,500   | 120,000  | 125,000  | 141,000 |
| Total   | 37,500 | 64,000  | 86,000  | 110,000  | 150,000  | 130,000  | 132,000  | 120,000 |

**Median Income by Years in Practice and Practice Classification for Non-Private Practitioners**

|                      | 1 to 2 | 3 to 5 | 6 to 10 | 11 to 15 | 16 to 25 | 26 to 30 | 31 to 35 | > 35    |
|----------------------|--------|--------|---------|----------|----------|----------|----------|---------|
| Academia             |        | 88,017 | 75,000  | 72,000   | 119,000  | 68,000   | 50,000   | 86,000  |
| Law School           |        | 51,500 | 92,000  | 78,000   | 84,000   | 136,000  | 157,000  | 128,500 |
| In-House Counsel     | 63,000 | 80,000 | 105,500 | 140,000  | 160,000  | 160,000  | 185,000  | 196,000 |
| Judge                | 60,000 |        | 75,000  | 147,000  | 139,450  | 140,000  | 139,250  | 139,919 |
| Other Judiciary      | 41,850 | 50,652 | 55,500  | 46,500   | 80,000   | 80,000   | 90,329   | 90,350  |
| Legal Service Agency | 32,000 | 40,000 | 46,625  | 57,000   | 63,500   | 76,000   | 75,000   | 80,969  |
| Federal Government   | 63,701 | 83,500 | 95,000  | 120,000  | 116,000  | 155,000  | 130,500  | 147,000 |
| Local Government     | 35,000 | 49,000 | 57,000  | 68,750   | 87,000   | 100,000  | 93,000   | 105,000 |

**Median Income by Years in Practice and Practice Classification for Non-Private Practitioners**

|                        | 1 to 2 | 3 to 5 | 6 to 10 | 11 to 15 | 16 to 25 | 26 to 30 | 31 to 35 | > 35    |
|------------------------|--------|--------|---------|----------|----------|----------|----------|---------|
| State Government       | 14,762 | 56,500 | 72,000  | 103,500  | 92,500   | 117,000  | 100,000  | 107,640 |
| Governmental Relations | .      | .      | .       | .        | 135,000  | 100,000  | .        | .       |
| Military               | .      | .      | 77,500  | 80,000   | .        | .        | .        | .       |
| Non-Law Related        | 27,243 | 63,500 | 60,000  | 75,000   | 63,000   | 30,000   | 96,000   | 180,000 |
| Non-Profit Org         | 41,000 | 52,000 | 52,000  | 64,000   | 70,000   | 94,500   | 43,500   | 116,500 |
| Retired                | .      | .      | .       | .        | .        | 48,000   | 15,000   | 45,000  |
| Other                  | 43,500 | 60,000 | 60,750  | 76,500   | 88,500   | 200,000  | 3,500    | 140,000 |
| Total                  | 45,000 | 60,000 | 75,000  | 92,500   | 98,500   | 115,000  | 105,500  | 130,000 |

**Full- and Part-Time Private Practitioners Income by Years in Practice**

|          | Number | 25 <sup>th</sup> Percentile | Median  | Mean    | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|----------|--------|-----------------------------|---------|---------|-----------------------------|-----------------------------|
| <1       | 6      | 0                           | 5,975   | 17,325  | 42,000                      | 50,000                      |
| 1 to 2   | 136    | 11,000                      | 41,000  | 52,964  | 62,500                      | 112,000                     |
| 3 to 5   | 187    | 40,000                      | 61,000  | 72,879  | 94,000                      | 180,000                     |
| 6 to 10  | 313    | 51,000                      | 85,000  | 105,414 | 120,000                     | 228,179                     |
| 11 to 15 | 220    | 65,000                      | 110,000 | 179,214 | 195,000                     | 400,000                     |
| 16 to 25 | 515    | 70,000                      | 150,000 | 207,514 | 250,000                     | 500,000                     |
| 26 to 30 | 249    | 65,000                      | 130,000 | 218,195 | 233,000                     | 530,000                     |
| 31 to 35 | 307    | 75,000                      | 132,000 | 185,186 | 240,000                     | 500,000                     |
| >35      | 511    | 55,590                      | 120,000 | 233,548 | 250,000                     | 600,000                     |
| Total    | 2,444  | 52,650                      | 100,000 | 176,249 | 200,000                     | 496,000                     |

**Full-Time Only Private Practitioners Income by Years in Practice**

|          | Number | 25 <sup>th</sup> Percentile | Median  | Mean    | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|----------|--------|-----------------------------|---------|---------|-----------------------------|-----------------------------|
| <1       | 5      | 0                           | 11,950  | 20,790  | 42,000                      | 50,000                      |
| 1 to 2   | 113    | 20,800                      | 50,000  | 61,568  | 70,000                      | 115,000                     |
| 3 to 5   | 156    | 49,500                      | 70,000  | 80,199  | 95,750                      | 200,000                     |
| 6 to 10  | 276    | 62,500                      | 90,650  | 109,386 | 125,708                     | 230,000                     |
| 11 to 15 | 203    | 74,000                      | 115,000 | 186,550 | 200,000                     | 400,000                     |
| 16 to 25 | 458    | 75,000                      | 152,500 | 216,297 | 275,000                     | 525,000                     |
| 26 to 30 | 211    | 75,000                      | 150,000 | 242,580 | 250,000                     | 550,000                     |
| 31 to 35 | 272    | 85,000                      | 145,000 | 196,431 | 250,000                     | 500,000                     |
| >35      | 393    | 80,000                      | 147,700 | 265,896 | 273,470                     | 649,000                     |
| Total    | 2,087  | 65,000                      | 115,000 | 189,654 | 210,000                     | 500,000                     |

**Part-Time Only Private Practitioners Income by Years in Practice**

|          | Number | 25 <sup>th</sup> Percentile | Median | Mean    | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|----------|--------|-----------------------------|--------|---------|-----------------------------|-----------------------------|
| <1       | 1      | 0                           | 0      | 0       | 0                           | 0                           |
| 1 to 2   | 23     | 0                           | 4,500  | 10,691  | 20,000                      | 35,000                      |
| 3 to 5   | 29     | 5,500                       | 20,000 | 34,838  | 60,000                      | 108,500                     |
| 6 to 10  | 35     | 12,000                      | 39,000 | 77,116  | 74,000                      | 176,694                     |
| 11 to 15 | 17     | 15,000                      | 30,000 | 91,618  | 80,000                      | 575,000                     |
| 16 to 25 | 56     | 20,000                      | 49,000 | 139,335 | 125,000                     | 500,000                     |
| 26 to 30 | 36     | 12,500                      | 37,500 | 82,250  | 104,000                     | 340,000                     |

**Part-Time Only Private Practitioners Income by Years in Practice**

|          | Number | 25 <sup>th</sup> Percentile | Median | Mean    | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|----------|--------|-----------------------------|--------|---------|-----------------------------|-----------------------------|
| 31 to 35 | 32     | 9,000                       | 50,000 | 86,278  | 100,000                     | 290,000                     |
| >35      | 113    | 12,000                      | 42,900 | 126,868 | 90,000                      | 350,000                     |
| Total    | 342    | 10,000                      | 40,000 | 97,583  | 80,000                      | 300,000                     |

**Non-Private Practitioners Income by Years in Practice and Gender**

|          | Female Number | Female Median | Male Number | Male Median |
|----------|---------------|---------------|-------------|-------------|
| <1       | 2             | 27,500        | 1           | 9,000       |
| 1 to 2   | 37            | 40,000        | 40          | 49,000      |
| 3 to 5   | 54            | 55,000        | 63          | 67,000      |
| 6 to 10  | 77            | 66,000        | 73          | 83,000      |
| 11 to 15 | 69            | 80,890        | 49          | 106,000     |
| 16 to 25 | 112           | 92,241        | 106         | 101,000     |
| 26 to 30 | 43            | 96,000        | 80          | 126,740     |
| 31 to 35 | 47            | 94,000        | 73          | 116,000     |
| >35      | 16            | 101,000       | 105         | 135,000     |
| Total    | 457           | 75,000        | 590         | 100,000     |

**Non-Private Practitioners 2013 Median Income by Years in Practice and Gender**

|          | Female Private Practitioners Median | Female Non-Private Practitioners Median | Male Private Practitioners Median | Male Non-Private Practitioners Median |
|----------|-------------------------------------|---|-----------------------------------|---------------------------------------|
| <1       | 42,000                              | 27,500                                  | 0                                 | 9,000                                 |
| 1 to 2   | 36,250                              | 40,000                                  | 45,000                            | 49,000                                |
| 3 to 5   | 51,000                              | 55,000                                  | 75,000                            | 67,000                                |
| 6 to 10  | 75,500                              | 66,000                                  | 95,000                            | 83,000                                |
| 11 to 15 | 88,828                              | 80,890                                  | 127,500                           | 106,000                               |
| 16 to 25 | 100,000                             | 92,241                                  | 175,000                           | 101,000                               |
| 26 to 30 | 92,500                              | 96,000                                  | 150,000                           | 126,740                               |
| 31 to 35 | 109,000                             | 94,000                                  | 137,000                           | 116,000                               |
| >35      | 78,500                              | 101,000                                 | 120,000                           | 135,000                               |
| Total    | 75,000                              | 75,000                                  | 116,350                           | 100,000                               |

**2013 Attorney Income by Primary Field of Law, Private Practitioners**

|                       | Number | 25 <sup>th</sup> Percentile | Median  | Mean    | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|-----------------------|--------|-----------------------------|---------|---------|-----------------------------|-----------------------------|
| Administrative law    | 44     | 52,500                      | 94,000  | 123,753 | 139,708                     | 425,000                     |
| Appellate law         | 46     | 72,510                      | 112,500 | 150,536 | 188,000                     | 360,000                     |
| Arbitration/Mediation | 29     | 15,000                      | 65,000  | 123,142 | 125,000                     | 350,000                     |
| Auto (not lemon) law  | 7      | 110,000                     | 165,000 | 258,143 | 349,000                     | 750,000                     |
| Auto no fault         | 79     | 80,000                      | 150,000 | 228,854 | 330,000                     | 550,000                     |
| Bankruptcy, creditor  | 29     | 77,000                      | 150,000 | 180,598 | 200,000                     | 498,000                     |
| Bankruptcy, debtor    | 77     | 30,000                      | 55,000  | 86,255  | 85,000                      | 295,000                     |
| Business planning     | 102    | 75,000                      | 120,000 | 155,043 | 217,000                     | 400,000                     |
| Civil litigation      | 302    | 75,000                      | 129,500 | 188,326 | 225,000                     | 500,000                     |
| Civil rights          | 21     | 65,000                      | 100,000 | 169,440 | 160,000                     | 400,000                     |
| Collections, creditor | 40     | 50,000                      | 86,500  | 146,240 | 138,000                     | 387,500                     |
| Collections, debtor   | 2      | 100,000                     | 425,000 | 425,000 | 750,000                     | 750,000                     |

## 2013 Attorney Income by Primary Field of Law, Private Practitioners

|  | Number | 25 <sup>th</sup> Percentile | Median  | Mean    | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|--|--------|-----------------------------|---------|---------|-----------------------------|-----------------------------|
| Condemnation law                                     | 1      |                             |         |         |                             |                             |
| Construction law                                     | 13     | 115,000                     | 175,000 | 240,192 | 280,000                     | 1,000,000                   |
| Consumer law<br>(including lemon law)                | 19     | 58,505                      | 100,000 | 114,934 | 150,000                     | 350,000                     |
| Criminal (private defendant)                         | 105    | 17,000                      | 50,000  | 308,779 | 120,000                     | 250,000                     |
| Criminal (public defendant)                          | 68     | 16,000                      | 36,000  | 83,918  | 50,000                      | 100,000                     |
| Employment law (plaintiff)                           | 54     | 55,688                      | 122,500 | 158,503 | 190,000                     | 400,000                     |
| Employment law (defense)                             | 59     | 90,000                      | 200,000 | 217,630 | 300,000                     | 500,000                     |
| Environmental law                                    | 15     | 65,000                      | 125,000 | 177,058 | 300,000                     | 480,000                     |
| Family law   | 260    | 40,000                      | 70,000  | 96,198  | 120,000                     | 275,000                     |
| Foreclosure, debtor                                  | 1      |                             |         |         |                             |                             |
| Foreclosure, lender                                  | 13     | 111,000                     | 140,000 | 340,077 | 260,000                     | 1,500,000                   |
| General practice                                     | 84     | 22,500                      | 60,000  | 83,335  | 93,500                      | 300,000                     |
| Health & hospital law                                | 25     | 100,000                     | 155,000 | 206,610 | 280,000                     | 525,000                     |
| Immigration law                                      | 11     | 40,000                      | 93,000  | 203,636 | 395,000                     | 850,000                     |
| Insurance law  | 52     | 57,500                      | 122,500 | 229,770 | 231,000                     | 750,000                     |
| Intellectual property/trade secrets                  | 86     | 90,000                      | 152,000 | 234,048 | 300,000                     | 530,000                     |
| Landlord/tenant (commercial)                         | 3      | 12,000                      | 20,000  | 230,667 | 660,000                     | 660,000                     |
| Landlord/tenant (residential)                        | 11     | 25,000                      | 50,000  | 90,348  | 150,000                     | 275,000                     |
| Medical malpractice (plaintiff)                      | 29     | 150,000                     | 258,000 | 340,381 | 480,000                     | 800,000                     |
| Medical malpractice (defendant)                      | 27     | 90,000                      | 135,000 | 179,778 | 210,000                     | 550,000                     |
| Other civil law                                      | 62     | 60,000                      | 100,000 | 213,857 | 230,000                     | 750,000                     |
| Other professional liability                         | 6      | 70,000                      | 152,500 | 218,000 | 400,000                     | 500,000                     |
| Personal injury (defendant)                          | 40     | 94,243                      | 133,500 | 151,837 | 175,000                     | 356,500                     |
| Personal injury (plaintiff)                          | 105    | 85,000                      | 175,000 | 326,373 | 303,000                     | 1,200,000                   |
| Probate, administration,<br>decedents' estates       | 132    | 50,000                      | 76,000  | 112,012 | 120,000                     | 350,000                     |
| Guardianship & conservatorship                       | 9      | 30,000                      | 50,000  | 66,444  | 70,000                      | 240,000                     |
| Probate litigation, decedents'<br>estates            | 16     | 58,031                      | 86,000  | 86,054  | 105,000                     | 250,000                     |
| Guardianship & conservatorship                       | 2      | 12,000                      | 43,500  | 43,500  | 75,000                      | 75,000                      |
| Probate, trust administration                        | 64     | 66,600                      | 108,000 | 143,067 | 192,500                     | 454,000                     |
| Probate, trust litigation                            | 21     | 90,000                      | 208,000 | 222,714 | 300,000                     | 472,000                     |
| Product liability                                    | 9      | 84,000                      | 260,000 | 473,778 | 500,000                     | 2,435,000                   |
| Public benefits                                      | 11     | 67,337                      | 75,000  | 89,697  | 140,000                     | 152,434                     |
| Public corporation law<br>(including city & village) | 28     | 65,000                      | 107,000 | 173,018 | 179,000                     | 350,000                     |
| Real estate  | 114    | 60,000                      | 125,000 | 192,960 | 185,000                     | 450,000                     |
| Securities law                                       | 12     | 44,500                      | 170,000 | 222,849 | 425,000                     | 500,000                     |
| Tax law  | 53     | 80,000                      | 175,000 | 188,868 | 250,000                     | 460,000                     |
| Workers' compensation employee                       | 25     | 60,000                      | 88,000  | 240,189 | 175,000                     | 1,000,000                   |
| Workers' compensation employer                       | 22     | 100,000                     | 152,500 | 267,965 | 230,000                     | 850,000                     |
| Total  | 2,445  | 52,500                      | 100,000 | 177,081 | 200,000                     | 497,000                     |

**Full- and Part-Time Attorney Income by Firm Size, Private Practice**

|          | Number | 25th Percentile | Median  | Mean    | 75th Percentile | 95th Percentile |
|----------|--------|-----------------|---------|---------|-----------------|-----------------|
| 1        | 870    | 25,000          | 60,000  | 99,865  | 109,000         | 300,000         |
| 2        | 236    | 52,750          | 85,000  | 152,672 | 155,000         | 490,000         |
| 3        | 148    | 52,027          | 95,000  | 143,501 | 161,245         | 400,000         |
| 4 to 6   | 299    | 68,200          | 120,000 | 199,931 | 225,000         | 600,000         |
| 7 to 10  | 190    | 80,000          | 135,704 | 226,248 | 230,000         | 850,000         |
| 11 to 20 | 179    | 95,000          | 150,000 | 237,064 | 250,000         | 579,000         |
| 21 to 50 | 203    | 96,000          | 172,000 | 212,966 | 235,000         | 480,000         |
| >50      | 246    | 118,000         | 210,000 | 348,575 | 365,000         | 610,000         |
| Total    | 2,371  | 52,500          | 100,000 | 176,438 | 200,000         | 500,000         |

**Full-Time Only Attorney Income by Firm Size, Private Practice**

|          | Number | 25 <sup>th</sup> Percentile | Median  | Mean    | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|----------|--------|-----------------------------|---------|---------|-----------------------------|-----------------------------|
| 1        | 638    | 40,000                      | 72,750  | 117,661 | 125,000                     | 350,000                     |
| 2        | 214    | 60,000                      | 90,500  | 162,235 | 175,000                     | 500,000                     |
| 3        | 139    | 54,000                      | 95,000  | 148,785 | 165,000                     | 425,000                     |
| 4 to 6   | 275    | 70,000                      | 120,000 | 202,314 | 225,000                     | 638,167                     |
| 7 to 10  | 174    | 83,000                      | 140,000 | 230,678 | 230,000                     | 850,000                     |
| 11 to 20 | 174    | 97,000                      | 150,000 | 239,813 | 250,000                     | 579,000                     |
| 21 to 50 | 192    | 105,000                     | 175,000 | 219,038 | 240,000                     | 500,000                     |
| >50      | 219    | 120,000                     | 215,000 | 362,291 | 375,000                     | 610,000                     |
| Total    | 2,025  | 65,000                      | 115,000 | 192,279 | 210,792                     | 500,000                     |

**Part-Time Only Attorney Income by Firm Size, Private Practice**

|          | Number | 25 <sup>th</sup> Percentile | Median  | Mean    | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|----------|--------|-----------------------------|---------|---------|-----------------------------|-----------------------------|
| 1        | 227    | 6,000                       | 20,000  | 51,490  | 50,000                      | 158,000                     |
| 2        | 21     | 22,000                      | 50,000  | 58,921  | 70,000                      | 125,000                     |
| 3        | 9      | 30,000                      | 50,000  | 61,889  | 83,000                      | 160,000                     |
| 4 to 6   | 23     | 42,500                      | 90,000  | 175,561 | 290,000                     | 575,000                     |
| 7 to 10  | 16     | 56,000                      | 92,500  | 178,063 | 155,000                     | 1,200,000                   |
| 11 to 20 | 3      | 72,000                      | 80,000  | 84,000  | 100,000                     | 100,000                     |
| 21 to 50 | 10     | 50,000                      | 68,817  | 101,663 | 94,000                      | 295,000                     |
| >50      | 24     | 80,000                      | 139,500 | 221,369 | 290,000                     | 700,000                     |
| Total    | 333    | 10,000                      | 40,000  | 80,934  | 80,000                      | 295,000                     |

## Law Practice Management

This section summarizes a variety of practice management issues. Topics include hours worked in the average workweek, uncollectable fees, service charge policies, staffing ratios and recent client behaviors related to rates and charges.

### Hours per Week in Various Activities, Private Practitioners

|                                   | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|-----------------------------------|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Compensable Legal Work            | 2,581  | 25                          | 35     | 33   | 40                          | 55                          |
| Office Administration             | 2,476  | 3                           | 5      | 7    | 10                          | 20                          |
| Marketing                         | 2,231  | 1                           | 3      | 4    | 5                           | 10                          |
| Unbilled Community Service        | 2,141  | 1                           | 3      | 5    | 5                           | 14                          |
| Non-Legal Employment              | 1,652  | 0                           | 0      | 2    | 0                           | 15                          |
| Average Hours In Current Position | 2,648  | 40                          | 50     | 47   | 55                          | 65                          |

### Hours Worked Per Week, Non-Private Practitioners

|                       | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|-----------------------|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Hours Worked Per Week | 1,124  | 40                          | 45     | 46   | 50                          | 60                          |

## Uncollectable Fees and Service Charge Policies

### Percent of Fees That Are Uncollectable, Private Practitioners

|           | Less than 3% | 4-9% | 10-15% | More than 15% | Total |
|-----------|--------------|------|--------|---------------|-------|
| Frequency | 1,225        | 639  | 423    | 268           | 2555  |
| Percent   | 47.9         | 25.0 | 16.6   | 10.5          | 100.0 |

### Percent of Attorneys Who Sometimes or Always Work on a Contingency Basis, Private Practice

|           | Yes  | No   | Total |
|-----------|------|------|-------|
| Frequency | 1270 | 1423 | 2693  |
| Percent   | 47.2 | 52.8 | 100.0 |

### Percentage of Cases Which Are on a Contingency Basis, Private Practice

|           | Less than 10% | 10% to 25% | 26% to 50% | 51% to 75% | More than 75% | Not applicable | Total |
|-----------|---------------|------------|------------|------------|---------------|----------------|-------|
| Frequency | 648           | 187        | 164        | 77         | 240           | 913            | 2229  |
| Percent   | 29.1          | 8.4        | 7.4        | 3.5        | 10.8          | 41.0           | 100.0 |

### Percentage of Attorneys Who Sometimes or Always Work on a Flat-Fee Basis, Private Practice

|           | Yes  | No   | Total |
|-----------|------|------|-------|
| Frequency | 1897 | 778  | 2675  |
| Percent   | 70.9 | 29.1 | 100.0 |

**Percentage of Cases on a Flat Fee Basis for Attorneys Who Sometimes or Always Work for a Flat Fee, Private Practice**

|           | Less than 10% | 10% to 25% | 26% to 50% | 51% to 75% | More than 75% | Not applicable | Total |
|-----------|---------------|------------|------------|------------|---------------|----------------|-------|
| Frequency | 845           | 470        | 247        | 138        | 221           | 530            | 2451  |
| Percent   | 34.5          | 19.2       | 10.1       | 5.6        | 9.0           | 21.6           | 100.0 |

**Frequency That a Service Fee is Added to Delinquent Accounts, Private Practice**

|           | Always | Usually | Sometimes | Never | Do not know | Total |
|-----------|--------|---------|-----------|-------|-------------|-------|
| Frequency | 133    | 173     | 532       | 1322  | 471         | 2631  |
| Percent   | 5.1    | 6.6     | 20.2      | 50.2  | 17.9        | 100.0 |

**Frequency That Added Service Fees Are Collected, Private Practice**

|           | Always | Usually | Sometimes | Never | Do not know | Total |
|-----------|--------|---------|-----------|-------|-------------|-------|
| Frequency | 37     | 179     | 496       | 550   | 680         | 1942  |
| Percent   | 1.9    | 9.2     | 25.5      | 28.3  | 35.0        | 100.0 |

## Staffing Ratios

This section provides ratios of secretaries and legal assistants to attorneys by firm size and practice classification of survey respondents

**Secretary-to-Attorney Ratio by Firm Size<sup>1</sup>**

|              | Number       | 25 <sup>th</sup> Percentile | Median     | Mean       | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|--------------|--------------|-----------------------------|------------|------------|-----------------------------|-----------------------------|
| 1            | 449          | .00                         | .50        | .50        | 1.00                        | 1.00                        |
| 2            | 180          | .50                         | .50        | .66        | .95                         | 1.00                        |
| 3            | 122          | .33                         | .40        | .55        | .67                         | 1.17                        |
| 4 to 6       | 266          | .25                         | .50        | .49        | .67                         | 1.00                        |
| 7 to 10      | 179          | .38                         | .46        | .51        | .63                         | 1.14                        |
| 11 to 20     | 175          | .33                         | .42        | .48        | .60                         | .93                         |
| 21 to 50     | 198          | .40                         | .45        | .46        | .54                         | .79                         |
| >50          | 225          | .35                         | .45        | .44        | .47                         | .71                         |
| <b>Total</b> | <b>1,794</b> | <b>.33</b>                  | <b>.47</b> | <b>.51</b> | <b>.67</b>                  | <b>1.00</b>                 |

<sup>1</sup> Missing values for ratios are excluded

**Secretary-to-Attorney Ratio by Work Classification**

|   | Number       | 25 <sup>th</sup> Percentile | Median     | Mean       | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|---|--------------|-----------------------------|------------|------------|-----------------------------|-----------------------------|
| Sole Practitioner, office outside of home     | 257          | .00                         | .50        | .63        | 1.00                        | 1.50                        |
| Sole Practitioner, working out of home office | 84           | .00                         | .00        | .10        | .00                         | .50                         |
| Sole Practitioner, sharing space              | 86           | .00                         | .50        | .56        | 1.00                        | 1.00                        |
| Managing Partner                              | 137          | .33                         | .50        | .56        | .67                         | 1.20                        |
| Equity Partner/Shareholder                    | 491          | .36                         | .47        | .51        | .60                         | 1.00                        |
| Non-Equity Partner                            | 116          | .34                         | .41        | .43        | .50                         | .75                         |
| Of Counsel                                    | 35           | .40                         | .47        | .53        | .57                         | 1.00                        |
| Senior Associate                              | 100          | .32                         | .50        | .53        | .67                         | 1.25                        |
| Associate                                     | 299          | .29                         | .43        | .48        | .60                         | 1.00                        |
| Arbitrator/Mediator                           | 3            | .00                         | .00        | .15        | .45                         | .45                         |
| Assigned Counsel                              | 1            | .33                         | .33        | .33        | .33                         | .33                         |
| Other   | 22           | .33                         | .45        | .42        | .50                         | .90                         |
| <b>Total</b>                                  | <b>1,631</b> | <b>.33</b>                  | <b>.47</b> | <b>.50</b> | <b>.65</b>                  | <b>1.00</b>                 |

**Legal Assistants-to-Attorney Ratio by Firm Size<sup>1</sup>**

|          | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|----------|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| 1        | 386    | .00                         | .00    | .46  | 1.00                        | 1.00                        |
| 2        | 140    | .25                         | .50    | .58  | .67                         | 1.50                        |
| 3        | 96     | .33                         | .33    | .46  | .67                         | 1.20                        |
| 4 to 6   | 238    | .20                         | .33    | .49  | .60                         | 1.20                        |
| 7 to 10  | 167    | .13                         | .29    | .38  | .50                         | 1.00                        |
| 11 to 20 | 157    | .09                         | .18    | .31  | .35                         | 1.00                        |
| 21 to 50 | 192    | .10                         | .13    | .17  | .20                         | .45                         |
| >50      | 224    | .13                         | .17    | .17  | .18                         | .35                         |
| Total    | 1,600  | .08                         | .20    | .38  | .50                         | 1.00                        |

1 Missing values for ratios are excluded

**Legal Assistants-to-Attorney Ratio by Practice Category<sup>1</sup>**

|   | Number | Percentile 25 | Median | Mean | Percentile 75 | Percentile 95 |
|---|--------|---------------|--------|------|---------------|---------------|
| Sole Practitioner, office outside of home     | 215    | .00           | .50    | .53  | 1.00          | 1.50          |
| Sole Practitioner, working out of home office | 84     | .00           | .00    | .10  | .00           | 1.00          |
| Sole Practitioner, sharing space              | 59     | .00           | .25    | .40  | .50           | 1.00          |
| Managing Partner                              | 120    | .18           | .33    | .44  | .50           | 1.00          |
| Equity Partner/Shareholder                    | 432    | .11           | .18    | .26  | .29           | .75           |
| Non-Equity Partner                            | 110    | .10           | .17    | .27  | .29           | .86           |
| Of Counsel                                    | 32     | .11           | .17    | .27  | .37           | .90           |
| Senior Associate                              | 89     | .12           | .20    | .30  | .40           | 1.00          |
| Associate                                     | 283    | .17           | .31    | .46  | .57           | 1.17          |
| Arbitrator/Mediator                           | 3      | .00           | .00    | .04  | .11           | .11           |
| Assigned Counsel                              | 0      | .00           | .00    | .00  | .00           | .00           |
| Other   | 17     | .07           | .33    | .39  | .50           | 1.60          |
| Total   | 1,444  | .08           | .20    | .35  | .50           | 1.00          |

1 Missing values for ratios are excluded

**Attorneys or Firms Accepting Credit Cards, Private Practice**

|           | Yes   | No    | Total |
|-----------|-------|-------|-------|
| Frequency | 1,413 | 1,227 | 2,640 |
| Percent   | 53.5  | 46.5  | 100.0 |

**Percentage of Attorneys Experiencing Client Behaviors Compared to One Year Ago**

|  | Number | Not at all % | Slightly more often % | Much more often % | Not applicable % | Total % |
|--|--------|--------------|-----------------------|-------------------|------------------|---------|
| Individuals paying bills later               | 2,593  | 32.9         | 33.8                  | 13.1              | 20.2             | 100.0   |
| Individuals seeking to pay over time         | 2,582  | 34.6         | 28.6                  | 14.2              | 22.6             | 100.0   |
| Individuals seeking to use credit cards      | 2,569  | 32.4         | 26.4                  | 13.2              | 28.0             | 100.0   |
| Business clients paying bills later          | 2,561  | 33.5         | 29.9                  | 8.2               | 28.3             | 100.0   |
| Business clients seeking to pay over time    | 2,551  | 44.0         | 18.3                  | 5.7               | 31.9             | 100.0   |
| Business clients seeking to use credit cards | 2,547  | 46.1         | 12.5                  | 4.0               | 37.4             | 100.0   |

## Job Satisfaction and Economic Sentiment About the Practice of Law

This section summarizes survey respondents' attitudes on their satisfaction with the practice of law and their views on the changing nature of law practice in the state. The 2013 survey probed views on current job satisfaction and expected future job satisfaction.

### Attorney Satisfaction with the Practice of Law, Private Practice

|           | A great deal | Enough | Too little | None | Total |
|-----------|--------------|--------|------------|------|-------|
| Frequency | 860          | 1,128  | 622        | 68   | 2,678 |
| Percent   | 32.1         | 42.1   | 23.2       | 2.5  | 100.0 |

### Attorney Satisfaction with Current Occupation, Non-Private Practice

|           | A great deal | Enough | Too little | Total |
|-----------|--------------|--------|------------|-------|
| Frequency | 521          | 458    | 155        | 1,134 |
| Percent   | 45.9         | 40.4   | 13.7       | 100.0 |

### The Degree to Which Various Factors Create Stress, Private Practice

|                            | Number | A great deal | Some | None | Not applicable | Total |
|----------------------------|--------|--------------|------|------|----------------|-------|
| Insufficient Revenue       | 2,624  | 30.2         | 42.7 | 20.2 | 6.9            | 100.0 |
| Insufficient Cash Flow     | 2,611  | 26.6         | 39.8 | 25.2 | 8.4            | 100.0 |
| Insufficient Paid Benefits | 2,603  | 15.7         | 22.0 | 44.9 | 17.4           | 100.0 |
| Insufficient Workload      | 2,601  | 14.4         | 34.6 | 42.9 | 8.1            | 100.0 |
| Too Heavy Workload         | 2,597  | 14.7         | 41.5 | 36.5 | 7.4            | 100.0 |
| Billable Hour Requirement  | 2,590  | 8.7          | 19.2 | 35.5 | 36.6           | 100.0 |
| Difficult Clients          | 2,616  | 14.9         | 62.7 | 19.2 | 3.2            | 100.0 |
| Family or Personal Issues  | 2,609  | 7.5          | 41.9 | 44.0 | 6.7            | 100.0 |
| Demands of a Second Job    | 2,577  | 1.5          | 4.0  | 34.1 | 60.4           | 100.0 |

### The Degree to Which Various Factors Create Stress, Non-Private Practice

|                                 | Number | A great deal | Some | None | Not applicable | Total |
|---------------------------------|--------|--------------|------|------|----------------|-------|
| Insufficient Current Salary     | 1,137  | 20.1         | 40.6 | 35.6 | 3.7            | 100.0 |
| Insufficient Paid Benefits      | 1,135  | 8.3          | 23.0 | 63.5 | 5.2            | 100.0 |
| Insufficient Future Salary      | 1,129  | 24.4         | 42.3 | 29.1 | 4.2            | 100.0 |
| Lack of Advancement Opportunity | 1,133  | 21.0         | 34.6 | 38.0 | 6.4            | 100.0 |
| Family or Other Personal Issues | 1,137  | 13.9         | 43.1 | 38.0 | 5.0            | 100.0 |
| Demands of a Second Job         | 1,126  | 1.8          | 6.3  | 37.0 | 54.9           | 100.0 |

### Percent of Respondents Indicating the Current Economic Circumstances of Their Legal Work or Occupation Compared to Three Years Ago, Private Practice and Non-Private Practice

|                           | Number | Better | Worse | The same | In practice or occ. less than three years | Total |
|---------------------------|--------|--------|-------|----------|---|-------|
| Private Practitioners     | 2,670  | 35.2   | 29.1  | 28.8     | 6.9                                       | 100.0 |
| Non-Private Practitioners | 1,127  | 40.0   | 19.5  | 32.1     | 8.3                                       | 100.0 |

### Respondents Indicating the Expected Future Economic Circumstances for Their Legal Work, Private Practice

|           | Better | Worse | The same | I plan to not be practicing in 3 years | Total |
|-----------|--------|-------|----------|--|-------|
| Frequency | 1,131  | 451   | 905      | 182                                    | 2,669 |

**Respondents Indicating the Expected Future Economic Circumstances for Their Legal Work, Private Practice**

|         | Better | Worse | The same | I plan to not be practicing in 3 years | Total |
|---------|--------|-------|----------|--|-------|
| Percent | 42.4   | 16.9  | 33.9     | 6.8                                    | 100.0 |

**Respondents Indicating the Expected Future Economic Circumstances for Their Occupation, Non-Private Practice**

|           | Better | Worse | The same | Total |
|-----------|--------|-------|----------|-------|
| Frequency | 412    | 204   | 519      | 1,135 |
| Percent   | 36.3   | 18.0  | 45.7     | 100.0 |

**Respondents Indicating the Likelihood That They Will Expand Their Practice Area in the Next Three Years, Private Practice**

|           | Very likely | Somewhat likely | Unlikely | Total |
|-----------|-------------|-----------------|----------|-------|
| Frequency | 457         | 939             | 1,268    | 2,664 |
| Percent   | 17.2        | 35.2            | 47.6     | 100.0 |

**Respondents Indicating the Likelihood That They Will Change Occupational Area in the Next Three Years, Non-Private Practice**

|           | Very likely | Somewhat likely | Unlikely | Total |
|-----------|-------------|-----------------|----------|-------|
| Frequency | 141         | 292             | 695      | 1,128 |
| Percent   | 12.5        | 25.9            | 61.6     | 100.0 |

**Respondents Indicating the Likelihood That They Will Retire in the Next Three Years, Private Practice**

|           | Yes | No   | Uncertain | Total |
|-----------|-----|------|-----------|-------|
| Frequency | 253 | 2132 | 296       | 2,681 |
| Percent   | 9.4 | 79.5 | 11.0      | 100.0 |

**Respondents Indicating the Likelihood That They Will Retire in the Next Three Years, Non-Private Practice**

|           | Yes | No   | Uncertain | Total |
|-----------|-----|------|-----------|-------|
| Frequency | 82  | 963  | 87        | 1,132 |
| Percent   | 7.2 | 85.1 | 7.7       | 100.0 |

**Respondents Indicating if the Downturn in the Economy Delayed Their Retirement Plans, Private Practice**

|           | Yes  | No    | Total |
|-----------|------|-------|-------|
| Frequency | 664  | 1,969 | 2,633 |
| Percent   | 25.2 | 74.8  | 100.0 |

**Respondents Indicating if the Downturn in the Economy Delayed Their Retirement Plans, Non-Private Practice**

|           | Yes  | No   | Total |
|-----------|------|------|-------|
| Frequency | 240  | 878  | 1,118 |
| Percent   | 21.5 | 78.5 | 100.0 |

### Primary Methods to Generate Business, Private Practice

| Method of Attracting Business | Number |
|-------------------------------|--------|
| Referrals                     | 2,248  |
| Networking                    | 1,317  |
| Websites                      | 489    |
| Print advertising             | 196    |
| Public speaking               | 157    |
| Pro Bono                      | 73     |
| Social media                  | 66     |
| Television and radio          | 64     |

### Law School Debt

#### Total Law School Debt for Individuals Graduating From Law School in 2004 or After by Years in Practice, Private Practice

| Years in Practice | Number | 25 <sup>th</sup> Percentile | Median  | Mean    | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|-------------------|--------|-----------------------------|---------|---------|-----------------------------|-----------------------------|
| <1                | 8      | 30,750                      | 79,000  | 87,188  | 149,000                     | 180,000                     |
| 1 to 2            | 141    | 60,000                      | 100,000 | 111,003 | 140,000                     | 200,000                     |
| 3 to 5            | 192    | 60,000                      | 100,000 | 102,202 | 150,000                     | 220,000                     |
| 6 to 10           | 292    | 40,000                      | 70,000  | 81,710  | 110,000                     | 175,000                     |
| Total             | 633    | 49,000                      | 85,000  | 94,520  | 130,000                     | 200,000                     |

#### Total Law School Debt for Individuals Graduating From Law School in 2004 or After By Years in Practice, Non-Private Practice

| Years in Practice | Number | 25 <sup>th</sup> Percentile | Median  | Mean    | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|-------------------|--------|-----------------------------|---------|---------|-----------------------------|-----------------------------|
| < 1               | 4      | 17,500                      | 42,500  | 53,750  | 90,000                      | 130,000                     |
| 1 to 2            | 79     | 60,000                      | 120,000 | 106,630 | 150,000                     | 200,000                     |
| 3 to 5            | 112    | 65,000                      | 100,000 | 103,920 | 150,000                     | 200,000                     |
| 6 to 10           | 143    | 50,000                      | 80,000  | 81,322  | 115,000                     | 150,000                     |
| Total             | 338    | 58,000                      | 90,000  | 94,399  | 130,000                     | 185,000                     |

#### Monthly Law School Debt Payment for Individuals Graduating From Law School in 2004 or After by Years in Practice, Private Practice<sup>1</sup>

| Years in Practice | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|-------------------|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| <1                | 7      | 72                          | 389    | 479  | 1,000                       | 1,000                       |
| 1 to 2            | 132    | 90                          | 450    | 595  | 931                         | 1,700                       |
| 3 to 5            | 185    | 213                         | 526    | 660  | 1,000                       | 1,850                       |
| 6 to 10           | 283    | 200                         | 420    | 494  | 700                         | 1,300                       |
| Total             | 607    | 189                         | 450    | 566  | 800                         | 1,500                       |

<sup>1</sup> Respondents reporting more than \$5,000 in monthly payments were excluded (seven respondents reported between \$30,000 and \$118,000 in monthly payments.)

#### Monthly Law School Debt Payment for Individuals Graduating From Law School in 2004 or After by Years in Practice, Non-Private Practice<sup>1</sup>

| Years in Practice | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|-------------------|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| <1                | 3      | 0                           | 500    | 633  | 1,400                       | 1,400                       |
| 1 to 2            | 76     | 150                         | 400    | 474  | 633                         | 1,660                       |
| 3 to 5            | 109    | 272                         | 512    | 614  | 875                         | 1,600                       |
| 6 to 10           | 142    | 276                         | 453    | 566  | 800                         | 1,500                       |
| Total             | 330    | 250                         | 471    | 561  | 800                         | 1,500                       |

<sup>1</sup> Respondents reporting more than \$5,000 in monthly payments were excluded (four respondents reported between \$12,000 and \$120,000 in monthly payments.)

**Total Law School Debt for Individuals Graduating From Law School in 2004 or After by Income Category, Private Practice**

|             | Number | 25 <sup>th</sup> Percentile | Median  | Mean    | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|-------------|--------|-----------------------------|---------|---------|-----------------------------|-----------------------------|
| <40K        | 143    | 60,000                      | 100,000 | 116,538 | 150,000                     | 225,000                     |
| 40K-59.9K   | 107    | 60,000                      | 100,000 | 102,292 | 135,000                     | 179,000                     |
| 60K-79.9K   | 84     | 41,500                      | 80,000  | 90,287  | 145,000                     | 190,000                     |
| 80K-114.9K  | 136    | 40,000                      | 80,000  | 86,498  | 120,000                     | 180,000                     |
| 115K-149.9K | 55     | 40,000                      | 65,000  | 70,356  | 90,000                      | 160,000                     |
| 150K-219.9K | 33     | 30,000                      | 60,000  | 61,848  | 80,000                      | 150,000                     |
| 220K +      | 20     | 40,000                      | 80,000  | 79,450  | 105,000                     | 150,000                     |
| Total       | 578    | 47,500                      | 82,000  | 94,217  | 130,000                     | 200,000                     |

**Total Law School Debt for Individuals Graduating from Law School in 2004 or After by Income Category, Non-Private Practice**

|             | Number | 25 <sup>th</sup> Percentile | Median  | Mean    | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|-------------|--------|-----------------------------|---------|---------|-----------------------------|-----------------------------|
| <40K        | 46     | 50,000                      | 105,000 | 102,703 | 150,000                     | 200,000                     |
| 40K-59.9K   | 113    | 56,000                      | 90,000  | 89,586  | 120,000                     | 172,000                     |
| 60K-79.9K   | 70     | 60,000                      | 99,500  | 105,414 | 150,000                     | 200,000                     |
| 80K-114.9K  | 72     | 57,500                      | 90,000  | 88,250  | 126,500                     | 175,000                     |
| 115K-149.9K | 17     | 55,000                      | 100,000 | 87,838  | 125,000                     | 150,000                     |
| 150K-219.9K | 4      | 29,000                      | 57,000  | 58,000  | 87,000                      | 110,000                     |
| 220K +      | 0      |                             |         |         |                             |                             |
| Total       | 322    | 57,000                      | 90,000  | 94,118  | 130,000                     | 182,000                     |

**Monthly Law School Debt Payment for Individuals Graduating from Law School in 2004 or After by Income Category, Private Practice<sup>1</sup>**

|             | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|-------------|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| <40K        | 131    | 330                         | 518    | 720  | 1,650                       | .                           |
| 40K-59.9K   | 105    | 200                         | 500    | 596  | 800                         | 1,530                       |
| 60K-79.9K   | 82     | 268                         | 550    | 648  | 961                         | 1,700                       |
| 80K-114.9K  | 135    | 284                         | 500    | 621  | 900                         | 1,500                       |
| 115K-149.9K | 53     | 110                         | 350    | 462  | 550                         | 1,500                       |
| 150K-219.9K | 31     | 100                         | 325    | 425  | 700                         | 1,200                       |
| 220K +      | 19     | 260                         | 420    | 559  | 843                         | 1,400                       |
| Total       | 556    | 185                         | 454    | 568  | 820                         | 1,530                       |

<sup>1</sup> Respondents reporting more than \$5,000 in monthly payments were excluded  
(seven respondents reported between \$30,000 and \$118,000 in monthly payments.)

**Monthly Law School Debt Payment for Individuals Graduating from Law School in 2004 or After by Income Category, Non-Private Practice<sup>1</sup>**

|             | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|-------------|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| <40K        | 45     | 35                          | 200    | 331  | 500                         | 1,000                       |
| 40K-59.9K   | 111    | 300                         | 455    | 534  | 678                         | 1,300                       |
| 60K-79.9K   | 68     | 304                         | 531    | 684  | 1,050                       | 1,700                       |
| 80K-114.9K  | 68     | 240                         | 528    | 631  | 936                         | 1,800                       |
| 115K-149.9K | 16     | 92                          | 525    | 618  | 1,000                       | 2,000                       |
| 150K-219.9K | 4      | 230                         | 480    | 490  | 750                         | 900                         |
| 220K +      | 0      |                             |        |      |                             |                             |
| Total       | 312    | 242                         | 471    | 562  | 800                         | 1,600                       |

<sup>1</sup> Respondents reporting more than \$5,000 in monthly payments were excluded (four respondents reported between \$12,000 and \$120,000 in monthly payments.)

**Total Law School Debt for Individuals Graduating from Law School in 2004 or After  
by Work Classification, Private Practice**

|   | Number     | 25 <sup>th</sup> Percentile | Median        | Mean          | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|---|------------|-----------------------------|---------------|---------------|-----------------------------|-----------------------------|
| Sole Practitioner, office outside of home     | 77         | 50,000                      | 90,000        | 96,295        | 145,000                     | 208,000                     |
| Sole Practitioner, working out of home office | 51         | 60,000                      | 110,000       | 109,627       | 160,000                     | 225,000                     |
| Sole Practitioner, sharing space              | 26         | 80,000                      | 113,000       | 205,808       | 160,000                     | 950,000                     |
| Managing Partner                              | 17         | 40,000                      | 98,000        | 84,176        | 120,000                     | 171,000                     |
| Equity Partner/Shareholder                    | 40         | 45,500                      | 65,000        | 78,575        | 105,000                     | 157,500                     |
| Non-Equity Partner                            | 21         | 30,000                      | 58,000        | 65,952        | 75,000                      | 140,000                     |
| Of Counsel                                    | 4          | 112,500                     | 127,500       | 138,750       | 165,000                     | 200,000                     |
| Senior Associate                              | 40         | 35,000                      | 60,000        | 65,500        | 90,000                      | 175,000                     |
| Associate                                     | 278        | 53,000                      | 89,000        | 91,238        | 126,000                     | 180,000                     |
| Arbitrator/Mediator                           | 0          | .                           | .             | .             | .                           | .                           |
| Assigned Counsel                              | 2          | 95,000                      | 137,500       | 137,500       | 180,000                     | 180,000                     |
| Other   | 13         | 50,000                      | 60,000        | 68,269        | 98,000                      | 150,000                     |
| <b>Total</b>                                  | <b>569</b> | <b>50,000</b>               | <b>84,000</b> | <b>94,934</b> | <b>130,000</b>              | <b>200,000</b>              |

**Total Law School Debt for Individuals Graduating from Law School in 2004 or After  
by Work Classification, Non-Private Practice**

|                        | Number     | 25 <sup>th</sup> Percentile | Median        | Mean          | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|------------------------|------------|-----------------------------|---------------|---------------|-----------------------------|-----------------------------|
| Academia               | 7          | 55,000                      | 80,000        | 92,000        | 150,000                     | 150,000                     |
| Law School             | 9          | 65,000                      | 75,000        | 103,333       | 130,000                     | 170,000                     |
| In-House Counsel       | 90         | 60,000                      | 91,500        | 95,522        | 130,000                     | 200,000                     |
| Judge                  | 1          | .                           | .             | .             | .                           | .                           |
| Other Judiciary        | 23         | 45,000                      | 90,000        | 90,480        | 150,000                     | 172,000                     |
| Legal Service Agency   | 30         | 65,000                      | 100,000       | 99,667        | 150,000                     | 182,000                     |
| Federal Government     | 26         | 54,000                      | 77,500        | 84,856        | 124,000                     | 168,000                     |
| Local Government       | 43         | 77,000                      | 100,000       | 104,471       | 140,000                     | 175,000                     |
| State Government       | 54         | 44,000                      | 73,500        | 82,181        | 120,000                     | 185,000                     |
| Governmental Relations | 0          | .                           | .             | .             | .                           | .                           |
| Military               | 3          | 70,000                      | 123,000       | 126,000       | 185,000                     | 185,000                     |
| Non-Law Related        | 8          | 37,500                      | 80,000        | 108,750       | 177,500                     | 280,000                     |
| Non-Profit Org         | 21         | 50,000                      | 90,000        | 93,643        | 150,000                     | 168,000                     |
| Retired                | 0          | .                           | .             | .             | .                           | .                           |
| Other                  | 17         | 50,000                      | 90,000        | 98,235        | 150,000                     | 202,000                     |
| <b>Total</b>           | <b>332</b> | <b>56,500</b>               | <b>90,000</b> | <b>94,391</b> | <b>130,000</b>              | <b>185,000</b>              |

**Monthly Law School Debt Payment for Individuals Graduating from Law School in 2004 or After by Work Classification,  
Private Practice<sup>1</sup>**

|   | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|---|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Sole Practitioner, office outside of home     | 72     | 45                          | 410    | 554  | 775                         | 1,800                       |
| Sole Practitioner, working out of home office | 47     | 0                           | 400    | 528  | 850                         | 1,500                       |
| Sole Practitioner, sharing space              | 26     | 189                         | 500    | 580  | 1,000                       | 1,200                       |
| Managing Partner                              | 17     | 250                         | 366    | 532  | 843                         | 1,300                       |
| Equity Partner/Shareholder                    | 37     | 260                         | 420    | 495  | 680                         | 1,200                       |
| Non-Equity Partner                            | 19     | 0                           | 300    | 392  | 700                         | 1,350                       |

**Monthly Law School Debt Payment for Individuals Graduating from Law School in 2004 or After by Work Classification, Private Practice<sup>1</sup>**

|                     | Number     | 25 <sup>th</sup> Percentile | Median     | Mean       | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|---------------------|------------|-----------------------------|------------|------------|-----------------------------|-----------------------------|
| Of Counsel          | 4          | 137                         | 299        | 318        | 500                         | 600                         |
| Senior Associate    | 41         | 200                         | 400        | 459        | 620                         | 1,460                       |
| Associate           | 268        | 252                         | 500        | 613        | 863                         | 1,530                       |
| Arbitrator/Mediator | 0          | .                           | .          | .          | .                           | .                           |
| Assigned Counsel    | 2          | 600                         | 800        | 800        | 1,000                       | 1,000                       |
| Other               | 12         | 0                           | 172        | 296        | 350                         | 1,600                       |
| <b>Total</b>        | <b>545</b> | <b>200</b>                  | <b>450</b> | <b>558</b> | <b>800</b>                  | <b>1,500</b>                |

<sup>1</sup> Respondents reporting more than \$5,000 in monthly payments were excluded (seven respondents reported between \$30,000 and \$118,000 in monthly payments.)

**Monthly Law School Debt Payment for Individuals Graduating from Law School in 2004 or After by Work Classification, Non-Private Practice<sup>1</sup>**

|                        | Number     | 25 <sup>th</sup> Percentile | Median     | Mean       | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|------------------------|------------|-----------------------------|------------|------------|-----------------------------|-----------------------------|
| Academia               | 7          | 80                          | 387        | 479        | 750                         | 1,100                       |
| Law School             | 8          | 0                           | 388        | 451        | 915                         | 1,000                       |
| In-House Counsel       | 85         | 300                         | 600        | 631        | 980                         | 1,500                       |
| Judge                  | 1          | .                           | .          | .          | .                           | .                           |
| Other Judiciary        | 22         | 110                         | 254        | 381        | 500                         | 800                         |
| Legal Service Agency   | 30         | 175                         | 345        | 420        | 630                         | 1,000                       |
| Federal Government     | 27         | 250                         | 515        | 566        | 700                         | 1,700                       |
| Local Government       | 42         | 250                         | 420        | 533        | 700                         | 1,353                       |
| State Government       | 53         | 276                         | 450        | 499        | 650                         | 1,200                       |
| Governmental Relations | 0          | .                           | .          | .          | .                           | .                           |
| Military               | 3          | 300                         | 428        | 1,009      | 2,300                       | 2,300                       |
| Non-Law Related        | 8          | 212                         | 431        | 761        | 1,175                       | 2,450                       |
| Non-Profit Org         | 21         | 159                         | 450        | 528        | 875                         | 1,266                       |
| Retired                | 0          | .                           | .          | .          | .                           | .                           |
| Other                  | 17         | 285                         | 600        | 916        | 1,400                       | 2,690                       |
| <b>Total</b>           | <b>324</b> | <b>250</b>                  | <b>453</b> | <b>562</b> | <b>800</b>                  | <b>1,500</b>                |

<sup>1</sup> Respondents reporting more than \$5,000 in monthly payments were excluded (four respondents reported between \$12,000 and \$120,000 in monthly payments.)

## Appendix

### Field of Practice by Hourly Billing Rate by Office Location

These are field of practice by hourly billing rate by office location tables. All zero rates were eliminated. In fields of practice where fewer than two provided information the percentile information is not reported for the field of practice but is included in the total.

#### Primary Field of Practice by Hourly Billing Rates—Downtown Detroit and New Center Area

|   | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|---|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Administrative law                          | 2      | 175                         | 400    | 400  | 625                         | 625                         |
| Appellate law                               | 9      | 158                         | 260    | 275  | 325                         | 520                         |
| Arbitration/Mediation                       | 1      |                             |        |      |                             |                             |
| Auto no fault                               | 7      | 135                         | 168    | 156  | 175                         | 175                         |
| Bankruptcy, creditor                        | 5      | 445                         | 445    | 427  | 445                         | 565                         |
| Bankruptcy, debtor                          | 1      |                             |        |      |                             |                             |
| Business planning                           | 11     | 220                         | 300    | 315  | 333                         | 600                         |
| Civil litigation                            | 30     | 250                         | 345    | 351  | 450                         | 543                         |
| Civil rights                                | 7      | 325                         | 350    | 330  | 400                         | 400                         |
| Construction law                            | 3      | 275                         | 350    | 350  | 425                         | 425                         |
| Criminal (private defendant)                | 6      | 175                         | 275    | 267  | 350                         | 350                         |
| Criminal (public defendant)                 | 4      | 104                         | 177    | 163  | 223                         | 250                         |
| Employment law (plaintiff)                  | 2      | 225                         | 238    | 238  | 250                         | 250                         |
| Employment law (defense)                    | 8      | 248                         | 325    | 343  | 411                         | 550                         |
| Environmental law                           | 1      |                             |        |      |                             |                             |
| Family law                                  | 5      | 150                         | 220    | 194  | 250                         | 250                         |
| General practice                            | 1      | 560                         | 560    | 560  | 560                         | 560                         |
| Health & hospital law                       | 3      | 217                         | 450    | 406  | 550                         | 550                         |
| Immigration law                             | 1      |                             |        |      |                             |                             |
| Insurance law                               | 4      | 208                         | 218    | 320  | 433                         | 640                         |
| Intellectual property/trade secrets         | 2      | 430                         | 465    | 465  | 500                         | 500                         |
| Medical malpractice (plaintiff)             | 1      |                             |        |      |                             |                             |
| Medical malpractice (defendant)             | 9      | 135                         | 155    | 165  | 178                         | 238                         |
| Other civil law                             | 6      | 195                         | 238    | 319  | 470                         | 650                         |
| Personal injury (defendant)                 | 3      | 162                         | 175    | 174  | 185                         | 185                         |
| Personal injury (plaintiff)                 | 3      | 350                         | 367    | 372  | 400                         | 400                         |
| Probate, administration, decedents' estates | 5      | 200                         | 267    | 244  | 275                         | 330                         |
| Probate litigation, decedents' estates      | 1      |                             |        |      |                             |                             |
| Probate, trust administration               | 2      | 320                         | 341    | 341  | 362                         | 362                         |
| Product liability                           | 2      | 150                         | 238    | 238  | 325                         | 325                         |
| Public benefits                             | 1      |                             |        |      |                             |                             |
| Real estate                                 | 5      | 300                         | 325    | 353  | 445                         | 445                         |
| Securities law                              | 1      |                             |        |      |                             |                             |
| Tax law                                     | 4      | 298                         | 435    | 454  | 610                         | 670                         |
| Workers' compensation employer              | 1      |                             |        |      |                             |                             |
| Total                                       | 157    | 195                         | 275    | 305  | 400                         | 550                         |

**Primary Field of Practice by Hourly Billing Rates—Detroit Not Downtown**

|  | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|--|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Arbitration/Mediation                                | 1      |                             |        |      |                             |                             |
| Bankruptcy, debtor                                   | 1      |                             |        |      |                             |                             |
| Business planning                                    | 1      |                             |        |      |                             |                             |
| Civil litigation                                     | 4      | 175                         | 270    | 261  | 348                         | 355                         |
| Civil rights   | 2      | 150                         | 200    | 200  | 250                         | 250                         |
| Criminal (public defendant)                          | 1      |                             |        |      |                             |                             |
| Family law   | 1      |                             |        |      |                             |                             |
| Intellectual property/trade secrets                  | 2      | 125                         | 213    | 213  | 300                         | 300                         |
| Personal injury (defendant)                          | 1      |                             |        |      |                             |                             |
| Probate, administration,<br>decedent's estates       | 1      |                             |        |      |                             |                             |
| Public corporation law<br>(including city & village) | 1      |                             |        |      |                             |                             |
| Total  | 16     | 150                         | 250    | 243  | 313                         | 538                         |

**Primary Field of Practice by Hourly Billing Rates—Remainder of Wayne County**

|  | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|--|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Administrative law                             | 2      | 175                         | 213    | 213  | 250                         | 250                         |
| Appellate law                                  | 2      | 25                          | 88     | 88   | 150                         | 150                         |
| Arbitration/Mediation                          | 1      |                             |        |      |                             |                             |
| Auto (not lemon) law                           | 1      |                             |        |      |                             |                             |
| Auto no fault                                  | 3      | 250                         | 300    | 300  | 350                         | 350                         |
| Bankruptcy, debtor                             | 3      | 150                         | 167    | 206  | 300                         | 300                         |
| Business planning                              | 5      | 225                         | 250    | 253  | 275                         | 300                         |
| Civil litigation                               | 20     | 200                         | 245    | 236  | 254                         | 338                         |
| Collections, creditor                          | 4      | 200                         | 205    | 215  | 230                         | 250                         |
| Consumer law<br>(including lemon law)          | 3      | 250                         | 250    | 283  | 350                         | 350                         |
| Criminal (private defendant)                   | 4      | 160                         | 225    | 243  | 325                         | 400                         |
| Criminal (public defendant)                    | 4      | 195                         | 238    | 223  | 250                         | 250                         |
| Employment law (plaintiff)                     | 1      |                             |        |      |                             |                             |
| Employment law (defense)                       | 0      |                             |        |      |                             |                             |
| Environmental law                              | 2      | 207                         | 228    | 228  | 250                         | 250                         |
| Family law                                     | 19     | 195                         | 225    | 216  | 250                         | 285                         |
| General practice                               | 6      | 200                         | 200    | 221  | 250                         | 300                         |
| Insurance law                                  | 4      | 153                         | 168    | 193  | 232                         | 283                         |
| Intellectual property/trade secrets            | 1      |                             |        |      |                             |                             |
| Landlord/tenant (commercial)                   | 1      |                             |        |      |                             |                             |
| Landlord/tenant (residential)                  | 2      | 73                          | 133    | 133  | 192                         | 192                         |
| Medical malpractice (plaintiff)                | 1      |                             |        |      |                             |                             |
| Other civil law                                | 4      | 147                         | 166    | 173  | 199                         | 225                         |
| Other professional liability                   | 0      |                             |        |      |                             |                             |
| Personal injury (defendant)                    | 1      |                             |        |      |                             |                             |
| Personal injury (plaintiff)                    | 5      | 200                         | 283    | 253  | 300                         | 333                         |
| Probate, administration,<br>decedents' estates | 14     | 195                         | 213    | 210  | 228                         | 250                         |
| Probate litigation,<br>decedents' estates      | 2      | 250                         | 258    | 258  | 267                         | 267                         |

**Primary Field of Practice by Hourly Billing Rates—Remainder of Wayne County**

|                               | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|-------------------------------|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Probate, trust administration | 12     | 213                         | 233    | 239  | 250                         | 320                         |
| Public benefits               | 1      | .                           | .      | .    | .                           | .                           |
| Real estate                   | 7      | 150                         | 248    | 210  | 250                         | 250                         |
| Securities law                | 2      | 200                         | 217    | 217  | 233                         | 233                         |
| Total                         | 139    | 195                         | 225    | 227  | 250                         | 350                         |

**Primary Field of Practice by Hourly Billing Rates—Oakland County (North of M-59)**

|   | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|---|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Appellate law                                     | 1      | .                           | .      | .    | .                           | .                           |
| Arbitration/Mediation                             | 2      | 250                         | 258    | 258  | 267                         | 267                         |
| Auto no fault                                     | 3      | 38                          | 165    | 143  | 225                         | 225                         |
| Bankruptcy, creditor                              | 2      | 217                         | 229    | 229  | 242                         | 242                         |
| Business planning                                 | 1      | .                           | .      | .    | .                           | .                           |
| Civil litigation                                  | 16     | 258                         | 313    | 376  | 501                         | 750                         |
| Civil rights                                      | 1      | .                           | .      | .    | .                           | .                           |
| Construction law                                  | 2      | 205                         | 208    | 208  | 210                         | 210                         |
| Criminal (public defendant)                       | 4      | 121                         | 138    | 148  | 175                         | 200                         |
| Employment law (plaintiff)                        | 3      | 275                         | 325    | 317  | 350                         | 350                         |
| Employment law (defense)                          | 1      | .                           | .      | .    | .                           | .                           |
| Family law  | 10     | 175                         | 238    | 227  | 285                         | 300                         |
| General practice                                  | 5      | 200                         | 200    | 190  | 250                         | 250                         |
| Intellectual property/trade secrets               | 1      | .                           | .      | .    | .                           | .                           |
| Other civil law                                   | 1      | .                           | .      | .    | .                           | .                           |
| Personal injury (plaintiff)                       | 3      | 275                         | 312    | 362  | 500                         | 500                         |
| Probate, administration, decedents' estates       | 1      | .                           | .      | .    | .                           | .                           |
| Guardianship & conservatorship                    | 1      | .                           | .      | .    | .                           | .                           |
| Product liability                                 | 2      | 125                         | 213    | 213  | 300                         | 300                         |
| Public benefits                                   | 1      | .                           | .      | .    | .                           | .                           |
| Public corporation law (including city & village) | 1      | .                           | .      | .    | .                           | .                           |
| Real estate                                       | 2      | 250                         | 263    | 263  | 275                         | 275                         |
| Securities law                                    | 2      | 317                         | 418    | 418  | 520                         | 520                         |
| Tax law   | 2      | 225                         | 250    | 250  | 275                         | 275                         |
| Workers' compensation employer                    | 1      | .                           | .      | .    | .                           | .                           |
| Total   | 69     | 200                         | 250    | 266  | 300                         | 563                         |

**Primary Field of Practice by Hourly Billing Rates—Oakland County (South of M-59)**

|                       | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|-----------------------|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Administrative law    | 5      | 175                         | 200    | 228  | 200                         | 408                         |
| Appellate law         | 6      | 175                         | 215    | 222  | 250                         | 400                         |
| Arbitration/Mediation | 7      | 260                         | 300    | 311  | 417                         | 450                         |
| Auto (not lemon) law  | 2      | 208                         | 354    | 354  | 500                         | 500                         |
| Auto no fault         | 23     | 225                         | 350    | 395  | 500                         | 733                         |
| Bankruptcy, creditor  | 7      | 210                         | 245    | 274  | 367                         | 385                         |
| Bankruptcy, debtor    | 12     | 200                         | 250    | 268  | 302                         | 450                         |
| Business planning     | 21     | 175                         | 275    | 272  | 300                         | 475                         |

**Primary Field of Practice by Hourly Billing Rates—Oakland County (South of M-59)**

|   | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|---|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Civil litigation                                  | 98     | 225                         | 271    | 289  | 340                         | 525                         |
| Civil rights                                      | 4      | 198                         | 281    | 299  | 400                         | 450                         |
| Collections, creditor                             | 16     | 198                         | 200    | 232  | 269                         | 425                         |
| Collections, debtor                               | 1      | .                           | .      | .    | .                           | .                           |
| Condemnation law                                  | 1      | .                           | .      | .    | .                           | .                           |
| Construction law                                  | 5      | 308                         | 325    | 318  | 363                         | 395                         |
| Consumer law (including lemon law)                | 2      | 350                         | 363    | 363  | 375                         | 375                         |
| Criminal (private defendant)                      | 21     | 175                         | 250    | 261  | 300                         | 450                         |
| Criminal (public defendant)                       | 3      | 82                          | 90     | 99   | 127                         | 127                         |
| Employment law (plaintiff)                        | 21     | 200                         | 275    | 282  | 350                         | 400                         |
| Employment law (defense)                          | 26     | 200                         | 253    | 263  | 320                         | 400                         |
| Environmental law                                 | 5      | 315                         | 350    | 367  | 400                         | 480                         |
| Family law  | 40     | 221                         | 250    | 269  | 300                         | 400                         |
| Foreclosure, lender                               | 8      | 213                         | 243    | 272  | 288                         | 495                         |
| General practice                                  | 21     | 183                         | 225    | 248  | 300                         | 450                         |
| Health & hospital law                             | 12     | 213                         | 293    | 293  | 343                         | 435                         |
| Immigration law                                   | 4      | 217                         | 300    | 311  | 405                         | 460                         |
| Insurance law                                     | 19     | 168                         | 217    | 257  | 367                         | 450                         |
| Intellectual property/trade secrets               | 31     | 220                         | 280    | 299  | 360                         | 495                         |
| Landlord/tenant (commercial)                      | 2      | 83                          | 142    | 142  | 200                         | 200                         |
| Landlord/tenant (residential)                     | 6      | 133                         | 183    | 184  | 250                         | 257                         |
| Medical malpractice (plaintiff)                   | 2      | 400                         | 400    | 400  | 400                         | 400                         |
| Medical malpractice (defendant)                   | 3      | 148                         | 175    | 178  | 210                         | 210                         |
| Other civil law                                   | 14     | 200                         | 233    | 292  | 400                         | 525                         |
| Other professional liability                      | 4      | 243                         | 296    | 292  | 342                         | 375                         |
| Personal injury (defendant)                       | 20     | 144                         | 181    | 190  | 210                         | 298                         |
| Personal injury (plaintiff)                       | 28     | 263                         | 328    | 377  | 400                         | 900                         |
| Probate, administration, decedents' estates       | 25     | 200                         | 233    | 241  | 270                         | 350                         |
| Guardianship & conservatorship                    | 1      | .                           | .      | .    | .                           | .                           |
| Probate litigation, decedents' estates            | 2      | 200                         | 225    | 225  | 250                         | 250                         |
| Guardianship & conservatorship                    | 1      | .                           | .      | .    | .                           | .                           |
| Probate, trust administration                     | 18     | 250                         | 273    | 283  | 300                         | 475                         |
| Probate, trust litigation                         | 9      | 250                         | 325    | 306  | 345                         | 395                         |
| Product liability                                 | 6      | 255                         | 349    | 344  | 450                         | 460                         |
| Public benefits                                   | 1      | .                           | .      | .    | .                           | .                           |
| Public corporation law (including city & village) | 6      | 140                         | 171    | 165  | 182                         | 188                         |
| Real estate                                       | 27     | 188                         | 255    | 265  | 305                         | 495                         |
| Tax law   | 18     | 225                         | 318    | 356  | 485                         | 650                         |
| Workers' compensation employee                    | 3      | 100                         | 225    | 208  | 300                         | 300                         |
| Workers' compensation employer                    | 5      | 95                          | 110    | 133  | 175                         | 208                         |
| Total   | 622    | 200                         | 250    | 280  | 325                         | 495                         |

**Primary Field of Practice by Hourly Billing Rates – Southfield**

|   | Number | 25th Percentile | Median | Mean | 75th Percentile | 95th Percentile |
|---|--------|-----------------|--------|------|-----------------|-----------------|
| Appellate law                               | 7      | 175             | 210    | 274  | 380             | 425             |
| Arbitration/Mediation                       | 1      | .               | .      | .    | .               | .               |
| Auto (not lemon) law                        | 2      | 300             | 400    | 400  | 500             | 500             |
| Auto no fault                               | 7      | 250             | 400    | 357  | 400             | 517             |
| Bankruptcy, creditor                        | 6      | 275             | 325    | 312  | 365             | 390             |
| Bankruptcy, debtor                          | 9      | 200             | 250    | 253  | 275             | 400             |
| Business planning                           | 5      | 375             | 375    | 375  | 425             | 450             |
| Civil litigation                            | 12     | 238             | 323    | 339  | 425             | 550             |
| Collections, creditor                       | 2      | 210             | 230    | 230  | 250             | 250             |
| Collections, debtor                         | 1      | .               | .      | .    | .               | .               |
| Consumer law (including lemon law)          | 5      | 300             | 350    | 330  | 350             | 400             |
| Criminal (private defendant)                | 5      | 200             | 233    | 227  | 250             | 317             |
| Criminal (public defendant)                 | 1      | .               | .      | .    | .               | .               |
| Employment law (plaintiff)                  | 2      | 150             | 200    | 200  | 250             | 250             |
| Employment law (defense)                    | 2      | 200             | 225    | 225  | 250             | 250             |
| Environmental law                           | 2      | 300             | 383    | 383  | 465             | 465             |
| Family law                                  | 8      | 221             | 246    | 238  | 280             | 285             |
| Foreclosure, lender                         | 1      | 205             | 205    | 205  | 205             | 205             |
| General practice                            | 2      | 195             | 223    | 223  | 250             | 250             |
| Health & hospital law                       | 1      | 395             | 395    | 395  | 395             | 395             |
| Insurance law                               | 4      | 138             | 210    | 219  | 300             | 325             |
| Intellectual property/trade secrets         | 10     | 210             | 280    | 311  | 403             | 570             |
| Medical malpractice (plaintiff)             | 8      | 461             | 492    | 559  | 550             | 1067            |
| Medical malpractice (defendant)             | 3      | 150             | 180    | 179  | 207             | 207             |
| Other civil law                             | 7      | 165             | 185    | 236  | 275             | 500             |
| Other professional liability                | 2      | 150             | 188    | 188  | 225             | 225             |
| Personal injury (defendant)                 | 1      | .               | .      | .    | .               | .               |
| Personal injury (plaintiff)                 | 14     | 260             | 400    | 424  | 550             | 850             |
| Probate, administration, decedents' estates | 2      | 273             | 277    | 277  | 280             | 280             |
| Probate, trust administration               | 2      | 345             | 358    | 358  | 370             | 370             |
| Probate, trust litigation                   | 2      | 225             | 288    | 288  | 350             | 350             |
| Product liability                           | 1      | .               | .      | .    | .               | .               |
| Real estate                                 | 11     | 225             | 275    | 292  | 375             | 425             |
| Tax law                                     | 3      | 300             | 320    | 357  | 450             | 450             |
| Workers' compensation employee              | 2      | 150             | 275    | 275  | 400             | 400             |
| Workers' compensation employer              | 3      | 100             | 120    | 120  | 140             | 140             |
| Total                                       | 156    | 208             | 275    | 308  | 398             | 550             |

**Primary Field of Practice by Hourly Billing Rates—Mount Clemens Area**

|                              | Number | 25th Percentile | Median | Mean | 75th Percentile | 95th Percentile |
|------------------------------|--------|-----------------|--------|------|-----------------|-----------------|
| Administrative law           | 1      | .               | .      | .    | .               | .               |
| Arbitration/Mediation        | 1      | .               | .      | .    | .               | .               |
| Bankruptcy, debtor           | 2      | 92              | 221    | 221  | 350             | 350             |
| Business planning            | 1      | .               | .      | .    | .               | .               |
| Civil litigation             | 4      | 192             | 210    | 224  | 256             | 300             |
| Collections, creditor        | 2      | 225             | 229    | 229  | 233             | 233             |
| Criminal (private defendant) | 6      | 167             | 188    | 186  | 225             | 225             |

**Primary Field of Practice by Hourly Billing Rates—Mount Clemens Area**

|   | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|---|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Criminal (public defendant)                 | 1      |                             |        |      |                             |                             |
| Employment law (plaintiff)                  | 3      | 103                         | 185    | 199  | 308                         | 308                         |
| Employment law (defense)                    | 1      |                             |        |      |                             |                             |
| Family law                                  | 5      | 175                         | 200    | 192  | 200                         | 225                         |
| General practice                            | 3      | 150                         | 200    | 192  | 225                         | 225                         |
| Intellectual property/trade secrets         | 1      | 350                         | 350    | 350  | 350                         | 350                         |
| Personal injury (plaintiff)                 | 5      | 250                         | 267    | 302  | 350                         | 417                         |
| Probate, administration, decedents' estates | 1      | 225                         | 225    | 225  | 225                         | 225                         |
| Probate litigation, decedents' estates      | 1      |                             |        |      |                             |                             |
| Real estate                                 | 1      |                             |        |      |                             |                             |
| Workers' compensation employee              | 1      | 238                         | 238    | 238  | 238                         | 238                         |
| Workers' compensation employer              | 0      |                             |        |      |                             |                             |
| Total                                       | 40     | 181                         | 225    | 232  | 258                         | 383                         |

**Primary Field of Practice by Hourly Billing Rates—Remainder of Macomb County**

|   | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|---|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Administrative law                                | 1      |                             |        |      |                             |                             |
| Appellate law                                     | 1      |                             |        |      |                             |                             |
| Arbitration/Mediation                             | 1      |                             |        |      |                             |                             |
| Auto no fault                                     | 4      | 251                         | 318    | 313  | 375                         | 400                         |
| Bankruptcy, creditor                              | 3      | 150                         | 175    | 217  | 325                         | 325                         |
| Bankruptcy, debtor                                | 6      | 200                         | 200    | 237  | 245                         | 400                         |
| Business planning                                 | 2      | 165                         | 214    | 214  | 263                         | 263                         |
| Civil litigation                                  | 6      | 60                          | 214    | 183  | 250                         | 300                         |
| Civil rights                                      | 1      | 250                         | 250    | 250  | 250                         | 250                         |
| Collections, creditor                             | 1      |                             |        |      |                             |                             |
| Construction law                                  | 1      | 350                         | 350    | 350  | 350                         | 350                         |
| Criminal (private defendant)                      | 6      | 200                         | 225    | 214  | 233                         | 300                         |
| Criminal (public defendant)                       | 7      | 125                         | 150    | 152  | 200                         | 250                         |
| Employment law (plaintiff)                        | 3      | 233                         | 240    | 274  | 350                         | 350                         |
| Employment law (defense)                          | 2      | 210                         | 228    | 228  | 245                         | 245                         |
| Environmental law                                 | 1      | 247                         | 247    | 247  | 247                         | 247                         |
| Family law  | 14     | 175                         | 200    | 217  | 250                         | 325                         |
| General practice                                  | 4      | 225                         | 258    | 254  | 283                         | 300                         |
| Immigration law                                   | 1      | 200                         | 200    | 200  | 200                         | 200                         |
| Insurance law                                     | 0      |                             |        |      |                             |                             |
| Landlord-tenant (residential)                     | 1      | 200                         | 200    | 200  | 200                         | 200                         |
| Medical malpractice (defendant)                   | 1      |                             |        |      |                             |                             |
| Personal injury (plaintiff)                       | 4      | 233                         | 325    | 341  | 450                         | 550                         |
| Probate, administration, decedents' estates       | 6      | 200                         | 250    | 272  | 275                         | 460                         |
| Guardianship & conservatorship                    | 2      | 182                         | 191    | 191  | 200                         | 200                         |
| Probate, trust administration                     | 5      | 285                         | 285    | 315  | 355                         | 450                         |
| Probate, trust litigation                         | 3      | 250                         | 295    | 282  | 300                         | 300                         |
| Public corporation law (including city & village) | 2      | 203                         | 220    | 220  | 237                         | 237                         |

**Primary Field of Practice by Hourly Billing Rates—Remainder of Macomb County**

|                                | Number    | 25 <sup>th</sup> Percentile | Median     | Mean       | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|--------------------------------|-----------|-----------------------------|------------|------------|-----------------------------|-----------------------------|
| Real estate                    | 4         | 135                         | 218        | 235        | 335                         | 445                         |
| Workers' compensation employee | 1         | .                           | .          | .          | .                           | .                           |
| <b>Total</b>                   | <b>94</b> | <b>192</b>                  | <b>225</b> | <b>237</b> | <b>285</b>                  | <b>400</b>                  |

**Primary Field of Practice by Hourly Billing Rates—Ann Arbor Area**

|   | Number     | 25 <sup>th</sup> Percentile | Median     | Mean       | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|---|------------|-----------------------------|------------|------------|-----------------------------|-----------------------------|
| Administrative law                                | 2          | 175                         | 180        | 180        | 185                         | 185                         |
| Appellate law                                     | 2          | 142                         | 298        | 298        | 455                         | 455                         |
| Arbitration/Mediation                             | 3          | 225                         | 308        | 303        | 375                         | 375                         |
| Auto no fault                                     | 3          | 250                         | 375        | 342        | 400                         | 400                         |
| Bankruptcy, debtor                                | 3          | 190                         | 200        | 205        | 225                         | 225                         |
| Business planning                                 | 7          | 230                         | 275        | 289        | 360                         | 413                         |
| Civil litigation                                  | 15         | 213                         | 275        | 278        | 334                         | 500                         |
| Construction law                                  | 2          | 300                         | 421        | 421        | 542                         | 542                         |
| Consumer law (including lemon law)                | 3          | 250                         | 293        | 281        | 300                         | 300                         |
| Criminal (private defendant)                      | 7          | 150                         | 200        | 252        | 358                         | 528                         |
| Criminal (public defendant)                       | 1          | .                           | .          | .          | .                           | .                           |
| Employment law (plaintiff)                        | 3          | 300                         | 300        | 325        | 375                         | 375                         |
| Environmental law                                 | 1          | 240                         | 240        | 240        | 240                         | 240                         |
| Family law  | 19         | 150                         | 250        | 259        | 300                         | 600                         |
| Foreclosure, lender                               | 0          | .                           | .          | .          | .                           | .                           |
| General practice                                  | 1          | .                           | .          | .          | .                           | .                           |
| Health & hospital law                             | 3          | 350                         | 520        | 472        | 545                         | 545                         |
| Immigration law                                   | 1          | .                           | .          | .          | .                           | .                           |
| Insurance law                                     | 1          | .                           | .          | .          | .                           | .                           |
| Intellectual property/trade secrets               | 2          | 180                         | 340        | 340        | 500                         | 500                         |
| Landlord/tenant (residential)                     | 1          | .                           | .          | .          | .                           | .                           |
| Medical malpractice (plaintiff)                   | 5          | 400                         | 400        | 537        | 500                         | 1000                        |
| Medical malpractice (defendant)                   | 1          | .                           | .          | .          | .                           | .                           |
| Other civil law                                   | 3          | 285                         | 330        | 368        | 490                         | 490                         |
| Other professional liability                      | 1          | .                           | .          | .          | .                           | .                           |
| Personal injury (defendant)                       | 2          | 197                         | 211        | 211        | 225                         | 225                         |
| Personal injury (plaintiff)                       | 3          | 240                         | 400        | 363        | 450                         | 450                         |
| Probate, administration, decedents' estates       | 5          | 180                         | 225        | 267        | 295                         | 475                         |
| Guardianship & conservatorship                    | 2          | 25                          | 79         | 79         | 133                         | 133                         |
| Probate litigation, decedents' estates            | 4          | 146                         | 213        | 244        | 343                         | 460                         |
| Probate, trust administration                     | 2          | 245                         | 278        | 278        | 310                         | 310                         |
| Public corporation law (including city & village) | 2          | 207                         | 245        | 245        | 283                         | 283                         |
| Real estate                                       | 6          | 215                         | 238        | 253        | 275                         | 350                         |
| Securities law                                    | 2          | 50                          | 188        | 188        | 325                         | 325                         |
| Tax law   | 6          | 250                         | 300        | 301        | 342                         | 450                         |
| Workers' compensation employer                    | 1          | .                           | .          | .          | .                           | .                           |
| <b>Total</b>                                      | <b>125</b> | <b>200</b>                  | <b>275</b> | <b>291</b> | <b>350</b>                  | <b>520</b>                  |

**Primary Field of Practice by Hourly Billing Rates—Livingston County**

|  | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|--|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Appellate law                                  | 1      |                             |        |      |                             |                             |
| Bankruptcy, debtor                             | 1      |                             |        |      |                             |                             |
| Business planning                              | 2      | 140                         | 208    | 208  | 275                         | 275                         |
| Civil litigation                               | 2      | 173                         | 198    | 198  | 223                         | 223                         |
| Civil rights                                   | 1      |                             |        |      |                             |                             |
| Collections, creditor                          | 0      |                             |        |      |                             |                             |
| Criminal (private defendant)                   | 2      | 195                         | 216    | 216  | 238                         | 238                         |
| Family law                                     | 12     | 175                         | 200    | 201  | 248                         | 250                         |
| General practice                               | 2      | 250                         | 250    | 250  | 250                         | 250                         |
| Insurance law                                  | 1      |                             |        |      |                             |                             |
| Intellectual property/trade secrets            | 1      |                             |        |      |                             |                             |
| Probate, administration,<br>decedents' estates | 1      |                             |        |      |                             |                             |
| Probate, trust administration                  | 2      | 200                         | 213    | 213  | 225                         | 225                         |
| Tax law  | 1      |                             |        |      |                             |                             |
| Total  | 29     | 192                         | 200    | 213  | 250                         | 275                         |

**Primary Field of Practice by Hourly Billing Rates—Battle Creek Area**

|  | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|--|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Administrative law                             | 1      |                             |        |      |                             |                             |
| Appellate law                                  | 1      |                             |        |      |                             |                             |
| Bankruptcy, debtor                             | 1      |                             |        |      |                             |                             |
| Civil litigation                               | 1      |                             |        |      |                             |                             |
| Collections, creditor                          | 1      |                             |        |      |                             |                             |
| Criminal (public defendant)                    | 2      | 133                         | 142    | 142  | 150                         | 150                         |
| Family law                                     | 4      | 163                         | 188    | 191  | 220                         | 240                         |
| General practice                               | 5      | 200                         | 250    | 230  | 250                         | 250                         |
| Other civil law                                | 1      |                             |        |      |                             |                             |
| Probate, administration,<br>decedents' estates | 3      | 150                         | 200    | 200  | 250                         | 250                         |
| Probate, trust administration                  | 1      |                             |        |      |                             |                             |
| Public benefits                                | 1      |                             |        |      |                             |                             |
| Real estate                                    | 1      |                             |        |      |                             |                             |
| Tax law  | 1      |                             |        |      |                             |                             |
| Total  | 24     | 163                         | 200    | 203  | 250                         | 250                         |

**Primary Field of Practice by Hourly Billing Rates—Bay City/Midland/Saginaw Area**

|                              | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|------------------------------|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Administrative law           | 1      |                             |        |      |                             |                             |
| Appellate law                | 1      |                             |        |      |                             |                             |
| Auto no fault                | 2      | 125                         | 138    | 138  | 150                         | 150                         |
| Bankruptcy, creditor         | 2      | 255                         | 358    | 358  | 460                         | 460                         |
| Bankruptcy, debtor           | 3      | 150                         | 233    | 244  | 350                         | 350                         |
| Business planning            | 3      | 325                         | 350    | 397  | 515                         | 515                         |
| Civil litigation             | 6      | 175                         | 198    | 202  | 242                         | 275                         |
| Collections, creditor        | 2      | 250                         | 255    | 255  | 260                         | 260                         |
| Criminal (private defendant) | 1      |                             |        |      |                             |                             |

**Primary Field of Practice by Hourly Billing Rates—Bay City/Midland/Saginaw Area**

|  | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|--|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Criminal (public defendant)                          | 1      | .                           | .      | .    | 236                         | 250                         |
| Employment law (plaintiff)                           | 3      | 225                         | 233    | 236  | 250                         | 250                         |
| Employment law (defense)                             | 4      | 173                         | 198    | 195  | 217                         | 225                         |
| Family law   | 7      | 175                         | 200    | 190  | 215                         | 242                         |
| Intellectual property/trade secrets                  | 1      | .                           | .      | .    | .                           | .                           |
| Medical malpractice (plaintiff)                      | 1      | .                           | .      | .    | .                           | .                           |
| Other civil law                                      | 3      | 200                         | 208    | 212  | 228                         | 228                         |
| Personal injury (plaintiff)                          | 2      | 217                         | 333    | 333  | 450                         | 450                         |
| Probate, administration,<br>decedents' estates       | 2      | 215                         | 245    | 245  | 275                         | 275                         |
| Probate, trust administration                        | 2      | 200                         | 228    | 228  | 255                         | 255                         |
| Public corporation law<br>(including city & village) | 1      | .                           | .      | .    | .                           | .                           |
| Real estate  | 3      | 230                         | 233    | 246  | 275                         | 275                         |
| Securities law                                       | 0      | .                           | .      | .    | .                           | .                           |
| Workers' compensation employee                       | 1      | .                           | .      | .    | .                           | .                           |
| Total  | 52     | 178                         | 216    | 228  | 250                         | 450                         |

**Primary Field of Practice by Hourly Billing Rates—Flint Area**

|  | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|--|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Arbitration/Mediation                                | 1      | .                           | .      | .    | .                           | .                           |
| Auto no fault  | 2      | 208                         | 317    | 317  | 425                         | 425                         |
| Bankruptcy, debtor                                   | 7      | 175                         | 200    | 202  | 217                         | 300                         |
| Business planning                                    | 1      | .                           | .      | .    | .                           | .                           |
| Civil litigation                                     | 5      | 158                         | 215    | 212  | 250                         | 285                         |
| Civil rights   | 1      | .                           | .      | .    | .                           | .                           |
| Construction law                                     | 1      | .                           | .      | .    | .                           | .                           |
| Consumer law<br>(including lemon law)                | 2      | 350                         | 375    | 375  | 400                         | 400                         |
| Criminal (private defendant)                         | 3      | 180                         | 238    | 256  | 350                         | 350                         |
| Criminal (public defendant)                          | 5      | 150                         | 158    | 170  | 180                         | 217                         |
| Employment law (plaintiff)                           | 2      | 300                         | 350    | 350  | 400                         | 400                         |
| Employment law (defense)                             | 1      | .                           | .      | .    | .                           | .                           |
| Family law   | 6      | 175                         | 188    | 196  | 220                         | 250                         |
| General practice                                     | 2      | 225                         | 238    | 238  | 250                         | 250                         |
| Health & hospital law                                | 2      | 225                         | 236    | 236  | 247                         | 247                         |
| Insurance law  | 1      | .                           | .      | .    | .                           | .                           |
| Intellectual property/trade secrets                  | 1      | .                           | .      | .    | .                           | .                           |
| Landlord/tenant (residential)                        | 1      | .                           | .      | .    | .                           | .                           |
| Other civil law                                      | 1      | .                           | .      | .    | .                           | .                           |
| Other professional liability                         | 0      | .                           | .      | .    | .                           | .                           |
| Personal injury (defendant)                          | 1      | .                           | .      | .    | .                           | .                           |
| Personal injury (plaintiff)                          | 8      | 325                         | 388    | 374  | 425                         | 500                         |
| Probate, administration,<br>decedents' estates       | 4      | 174                         | 185    | 186  | 198                         | 205                         |
| Probate, trust litigation                            | 1      | .                           | .      | .    | .                           | .                           |
| Public corporation law<br>(including city & village) | 1      | .                           | .      | .    | .                           | .                           |

**Primary Field of Practice by Hourly Billing Rates—Flint Area**

|                                | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|--------------------------------|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Real estate                    | 2      | 200                         | 208    | 208  | 215                         | 215                         |
| Tax law                        | 1      | .                           | .      | .    | .                           | .                           |
| Workers' compensation employee | 1      | .                           | .      | .    | .                           | .                           |
| Workers' compensation employer | 2      | 95                          | 105    | 105  | 115                         | 115                         |
| Total                          | 66     | 180                         | 215    | 238  | 275                         | 400                         |

**Primary Field of Practice by Hourly Billing Rates—Grand Rapids Area**

|  | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|--|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Administrative law                               | 3      | 188                         | 300    | 269  | 320                         | 320                         |
| Appellate law                                    | 3      | 370                         | 440    | 470  | 600                         | 600                         |
| Arbitration/Mediation                            | 4      | 250                         | 325    | 317  | 383                         | 417                         |
| Auto no fault                                    | 9      | 210                         | 317    | 279  | 325                         | 375                         |
| Bankruptcy, creditor                             | 3      | 190                         | 475    | 460  | 715                         | 715                         |
| Bankruptcy, debtor                               | 9      | 200                         | 238    | 250  | 273                         | 475                         |
| Business planning                                | 27     | 250                         | 283    | 300  | 320                         | 485                         |
| Civil litigation                                 | 60     | 230                         | 292    | 304  | 375                         | 466                         |
| Civil rights                                     | 1      | .                           | .      | .    | .                           | .                           |
| Collections, creditor                            | 6      | 240                         | 262    | 266  | 325                         | 355                         |
| Construction law                                 | 1      | .                           | .      | .    | .                           | .                           |
| Consumer law<br>(including lemon law)            | 2      | 250                         | 333    | 333  | 415                         | 415                         |
| Criminal (private defendant)                     | 11     | 175                         | 225    | 248  | 350                         | 350                         |
| Criminal (public defendant)                      | 5      | 131                         | 150    | 156  | 200                         | 208                         |
| Employment law (plaintiff)                       | 3      | 233                         | 300    | 287  | 328                         | 328                         |
| Employment law (defense)                         | 13     | 292                         | 400    | 376  | 470                         | 510                         |
| Environmental law                                | 2      | 300                         | 408    | 408  | 515                         | 515                         |
| Family law                                       | 35     | 175                         | 250    | 236  | 300                         | 395                         |
| Foreclosure, debtor                              | 0      | .                           | .      | .    | .                           | .                           |
| Foreclosure, lender                              | 1      | .                           | .      | .    | .                           | .                           |
| General practice                                 | 11     | 220                         | 240    | 256  | 267                         | 510                         |
| Health & hospital law                            | 3      | 370                         | 440    | 440  | 510                         | 510                         |
| Immigration law                                  | 2      | 80                          | 233    | 233  | 385                         | 385                         |
| Insurance law                                    | 10     | 175                         | 190    | 267  | 385                         | 475                         |
| Intellectual property/trade secrets              | 11     | 390                         | 425    | 425  | 515                         | 540                         |
| Medical malpractice (plaintiff)                  | 2      | 350                         | 465    | 465  | 580                         | 580                         |
| Medical malpractice (defendant)                  | 8      | 175                         | 196    | 195  | 208                         | 238                         |
| Other civil law                                  | 10     | 200                         | 300    | 305  | 385                         | 470                         |
| Other professional liability                     | 1      | .                           | .      | .    | .                           | .                           |
| Personal injury (defendant)                      | 2      | 210                         | 213    | 213  | 217                         | 217                         |
| Personal injury (plaintiff)                      | 5      | 280                         | 300    | 316  | 325                         | 400                         |
| Probate, administration, dece-<br>dents' estates | 14     | 225                         | 250    | 279  | 345                         | 510                         |
| Probate litigation,<br>decedents' estates        | 4      | 193                         | 225    | 235  | 278                         | 317                         |
| Probate, trust administration                    | 9      | 295                         | 335    | 373  | 460                         | 525                         |
| Probate, trust litigation                        | 3      | 335                         | 355    | 380  | 450                         | 450                         |
| Public benefits                                  | 1      | .                           | .      | .    | .                           | .                           |

**Primary Field of Practice by Hourly Billing Rates—Grand Rapids Area**

|   | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|---|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Public corporation law (including city & village) | 4      | 194                         | 206    | 223  | 253                         | 288                         |
| Real estate                                       | 15     | 208                         | 275    | 315  | 450                         | 550                         |
| Securities law                                    | 5      | 380                         | 450    | 406  | 480                         | 520                         |
| Tax law   | 6      | 280                         | 440    | 388  | 475                         | 475                         |
| Workers' compensation employee                    | 2      | 250                         | 292    | 292  | 333                         | 333                         |
| Workers' compensation employer                    | 1      | .                           | .      | .    | .                           | .                           |
| Total   | 327    | 210                         | 280    | 298  | 375                         | 510                         |

**Primary Field of Practice by Hourly Billing Rates—Jackson Area**

|   | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|---|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Administrative law                                | 1      | .                           | .      | .    | .                           | .                           |
| Bankruptcy, debtor                                | 1      | .                           | .      | .    | .                           | .                           |
| Business planning                                 | 3      | 125                         | 240    | 218  | 290                         | 290                         |
| Civil litigation                                  | 3      | 150                         | 185    | 212  | 300                         | 300                         |
| Criminal (private defendant)                      | 1      | .                           | .      | .    | .                           | .                           |
| Employment law (defense)                          | 1      | .                           | .      | .    | .                           | .                           |
| Family law  | 4      | 171                         | 203    | 204  | 238                         | 250                         |
| General practice                                  | 3      | 90                          | 150    | 147  | 200                         | 200                         |
| Intellectual property/trade secrets               | 3      | 350                         | 370    | 363  | 370                         | 370                         |
| Other civil law                                   | 1      | 240                         | 240    | 240  | 240                         | 240                         |
| Other professional liability                      | 0      | .                           | .      | .    | .                           | .                           |
| Personal injury (defendant)                       | 1      | .                           | .      | .    | .                           | .                           |
| Probate, administration, decedents' estates       | 4      | 178                         | 183    | 183  | 188                         | 190                         |
| Guardianship & conservatorship                    | 1      | .                           | .      | .    | .                           | .                           |
| Probate, trust administration                     | 0      | .                           | .      | .    | .                           | .                           |
| Probate, trust litigation                         | 0      | .                           | .      | .    | .                           | .                           |
| Product liability                                 | 0      | .                           | .      | .    | .                           | .                           |
| Public benefits                                   | 0      | .                           | .      | .    | .                           | .                           |
| Public corporation law (including city & village) | 1      | .                           | .      | .    | .                           | .                           |
| Real estate                                       | 1      | .                           | .      | .    | .                           | .                           |
| Total   | 29     | 167                         | 185    | 210  | 240                         | 370                         |

**Primary Field of Practice by Hourly Billing Rates—Traverse City Area**

|                              | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|------------------------------|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Arbitration/Mediation        | 3      | 195                         | 225    | 223  | 250                         | 250                         |
| Auto no fault                | 1      | .                           | .      | .    | .                           | .                           |
| Bankruptcy, creditor         | 1      | .                           | .      | .    | .                           | .                           |
| Business planning            | 1      | .                           | .      | .    | .                           | .                           |
| Civil litigation             | 3      | 192                         | 240    | 227  | 250                         | 250                         |
| Collections, creditor        | 1      | .                           | .      | .    | .                           | .                           |
| Criminal (private defendant) | 3      | 80                          | 200    | 168  | 225                         | 225                         |
| Criminal (public defendant)  | 2      | 125                         | 138    | 138  | 150                         | 150                         |
| Family law                   | 9      | 167                         | 200    | 193  | 213                         | 275                         |
| General practice             | 2      | 200                         | 200    | 200  | 200                         | 200                         |

**Primary Field of Practice by Hourly Billing Rates—Traverse City Area**

|   | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|---|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Intellectual property/trade secrets         | 1      | .                           | .      | .    | .                           | .                           |
| Other civil law                             | 1      | .                           | .      | .    | .                           | .                           |
| Personal injury (plaintiff)                 | 2      | 235                         | 235    | 235  | 235                         | 235                         |
| Probate, administration, decedents' estates | 5      | 225                         | 252    | 236  | 260                         | 295                         |
| Probate, trust administration               | 1      | .                           | .      | .    | .                           | .                           |
| Probate, trust litigation                   | 1      | .                           | .      | .    | .                           | .                           |
| Public benefits                             | 1      | .                           | .      | .    | .                           | .                           |
| Real estate                                 | 3      | 195                         | 288    | 261  | 300                         | 300                         |
| Workers' compensation employer              | 1      | .                           | .      | .    | .                           | .                           |
| Total                                       | 42     | 175                         | 200    | 206  | 240                         | 288                         |

**Primary Field of Practice by Hourly Billing Rates—Kalamazoo Area**

|   | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|---|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Auto no fault                                     | 4      | 123                         | 169    | 172  | 222                         | 250                         |
| Bankruptcy, creditor                              | 1      | .                           | .      | .    | .                           | .                           |
| Bankruptcy, debtor                                | 3      | 150                         | 190    | 184  | 213                         | 213                         |
| Business planning                                 | 2      | 250                         | 265    | 265  | 280                         | 280                         |
| Civil litigation                                  | 5      | 225                         | 295    | 277  | 320                         | 360                         |
| Criminal (private defendant)                      | 2      | 200                         | 248    | 248  | 295                         | 295                         |
| Criminal (public defendant)                       | 3      | 150                         | 150    | 158  | 175                         | 175                         |
| Employment law (defense)                          | 1      | .                           | .      | .    | .                           | .                           |
| Family law  | 13     | 183                         | 208    | 219  | 250                         | 300                         |
| Health & hospital law                             | 1      | .                           | .      | .    | .                           | .                           |
| Immigration law                                   | 2      | 150                         | 278    | 278  | 405                         | 405                         |
| Insurance law                                     | 1      | .                           | .      | .    | .                           | .                           |
| Intellectual property/trade secrets               | 4      | 278                         | 370    | 352  | 425                         | 450                         |
| Landlord/tenant (residential)                     | 1      | .                           | .      | .    | .                           | .                           |
| Medical malpractice (plaintiff)                   | 1      | .                           | .      | .    | .                           | .                           |
| Other civil law                                   | 4      | 242                         | 263    | 275  | 308                         | 340                         |
| Personal injury (defendant)                       | 1      | .                           | .      | .    | .                           | .                           |
| Personal injury (plaintiff)                       | 3      | 250                         | 317    | 306  | 350                         | 350                         |
| Probate, administration, decedents' estates       | 5      | 245                         | 250    | 266  | 275                         | 360                         |
| Probate litigation, decedents' estates            | 1      | .                           | .      | .    | .                           | .                           |
| Public benefits                                   | 1      | .                           | .      | .    | .                           | .                           |
| Public corporation law (including city & village) | 1      | .                           | .      | .    | .                           | .                           |
| Real estate                                       | 5      | 233                         | 250    | 247  | 275                         | 300                         |
| Tax law   | 1      | .                           | .      | .    | .                           | .                           |
| Workers' compensation employee                    | 1      | .                           | .      | .    | .                           | .                           |
| Workers' compensation employer                    | 1      | .                           | .      | .    | .                           | .                           |
| Total   | 68     | 178                         | 243    | 242  | 295                         | 400                         |

**Primary Field of Practice by Hourly Billing Rates—Muskegon Area**

|  | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|--|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Administrative law                                   | 1      | .                           | .      | .    | .                           | .                           |
| Auto no fault  | 1      | .                           | .      | .    | .                           | .                           |
| Bankruptcy, debtor                                   | 1      | .                           | .      | .    | .                           | .                           |
| Business planning                                    | 2      | 170                         | 250    | 250  | 330                         | 330                         |
| Civil litigation                                     | 4      | 208                         | 220    | 225  | 243                         | 265                         |
| Civil rights   | 1      | .                           | .      | .    | .                           | .                           |
| Collections, creditor                                | 2      | 113                         | 173    | 173  | 233                         | 233                         |
| Criminal (private defendant)                         | 3      | 168                         | 233    | 211  | 233                         | 233                         |
| Criminal (public defendant)                          | 1      | .                           | .      | .    | .                           | .                           |
| Employment law (plaintiff)                           | 1      | .                           | .      | .    | .                           | .                           |
| Employment law (defense)                             | 1      | .                           | .      | .    | .                           | .                           |
| Family law   | 6      | 127                         | 183    | 169  | 195                         | 200                         |
| Foreclosure, lender                                  | 1      | .                           | .      | .    | .                           | .                           |
| General practice                                     | 5      | 160                         | 200    | 182  | 200                         | 225                         |
| Health & hospital law                                | 1      | .                           | .      | .    | .                           | .                           |
| Landlord/tenant (residential)                        | 1      | .                           | .      | .    | .                           | .                           |
| Personal injury (plaintiff)                          | 1      | .                           | .      | .    | .                           | .                           |
| Probate, administration,<br>decedents' estates       | 5      | 180                         | 250    | 297  | 425                         | 455                         |
| Probate litigation, decedents' estates               | 1      | .                           | .      | .    | .                           | .                           |
| Probate, trust administration                        | 1      | .                           | .      | .    | .                           | .                           |
| Public corporation law<br>(including city & village) | 1      | .                           | .      | .    | .                           | .                           |
| Real estate  | 1      | .                           | .      | .    | .                           | .                           |
| Tax law  | 1      | .                           | .      | .    | .                           | .                           |
| Total  | 43     | 175                         | 200    | 232  | 250                         | 455                         |

**Primary Field of Practice by Hourly Billing Rates—Lansing Area**

|                              | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|------------------------------|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Administrative law           | 17     | 250                         | 305    | 310  | 390                         | 540                         |
| Appellate law                | 11     | 173                         | 275    | 265  | 300                         | 490                         |
| Auto no fault                | 4      | 148                         | 158    | 174  | 199                         | 233                         |
| Bankruptcy, debtor           | 7      | 175                         | 245    | 227  | 250                         | 300                         |
| Business planning            | 6      | 195                         | 217    | 212  | 242                         | 250                         |
| Civil litigation             | 18     | 192                         | 250    | 255  | 340                         | 375                         |
| Collections, creditor        | 2      | 150                         | 200    | 200  | 250                         | 250                         |
| Collections, debtor          | 1      | .                           | .      | .    | .                           | .                           |
| Construction law             | 2      | 225                         | 278    | 278  | 330                         | 330                         |
| Criminal (private defendant) | 9      | 200                         | 250    | 234  | 278                         | 297                         |
| Criminal (public defendant)  | 6      | 50                          | 87     | 95   | 125                         | 175                         |
| Employment law (plaintiff)   | 5      | 183                         | 201    | 207  | 215                         | 267                         |
| Employment law (defense)     | 4      | 198                         | 223    | 256  | 314                         | 400                         |
| Family law                   | 19     | 167                         | 200    | 215  | 275                         | 313                         |
| Foreclosure, debtor          | 0      | .                           | .      | .    | .                           | .                           |
| Foreclosure, lender          | 2      | 230                         | 235    | 235  | 240                         | 240                         |
| General practice             | 4      | 181                         | 189    | 201  | 220                         | 250                         |
| Insurance law                | 3      | 180                         | 510    | 403  | 520                         | 520                         |

**Primary Field of Practice by Hourly Billing Rates—Lansing Area**

|  | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|--|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Medical malpractice (plaintiff)                      | 2      | 300                         | 300    | 300  | 300                         | 300                         |
| Medical malpractice (defendant)                      | 3      | 135                         | 137    | 146  | 165                         | 165                         |
| Other civil law                                      | 4      | 233                         | 274    | 310  | 387                         | 475                         |
| Other professional liability                         | 1      | .                           | .      | .    | .                           | .                           |
| Personal injury (defendant)                          | 2      | 140                         | 143    | 143  | 145                         | 145                         |
| Personal injury (plaintiff)                          | 3      | 200                         | 250    | 328  | 533                         | 533                         |
| Probate, administration,<br>decedents' estates       | 12     | 180                         | 200    | 213  | 219                         | 315                         |
| Guardianship & conservatorship                       | 2      | 150                         | 175    | 175  | 200                         | 200                         |
| Probate, trust administration                        | 3      | 158                         | 240    | 249  | 350                         | 350                         |
| Probate, trust litigation                            | 2      | 250                         | 295    | 295  | 340                         | 340                         |
| Public corporation law<br>(including city & village) | 6      | 175                         | 213    | 228  | 297                         | 297                         |
| Real estate  | 5      | 250                         | 250    | 268  | 263                         | 375                         |
| Tax law  | 3      | 200                         | 355    | 318  | 398                         | 398                         |
| Workers' compensation employer                       | 3      | 135                         | 140    | 156  | 192                         | 192                         |
| Total  | 171    | 175                         | 230    | 241  | 297                         | 400                         |

**Primary Field of Practice by Hourly Billing Rates—Mid-Michigan Area**

|  | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|--|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Arbitration/Mediation                          | 1      | .                           | .      | .    | .                           | .                           |
| Auto no fault                                  | 1      | .                           | .      | .    | .                           | .                           |
| Bankruptcy, creditor                           | 1      | .                           | .      | .    | .                           | .                           |
| Bankruptcy, debtor                             | 3      | 225                         | 250    | 242  | 250                         | 250                         |
| Business planning                              | 3      | 125                         | 185    | 178  | 225                         | 225                         |
| Civil litigation                               | 2      | 175                         | 175    | 175  | 175                         | 175                         |
| Criminal (private defendant)                   | 5      | 150                         | 152    | 160  | 167                         | 250                         |
| Criminal (public defendant)                    | 6      | 85                          | 144    | 131  | 175                         | 180                         |
| Employment law (plaintiff)                     | 1      | .                           | .      | .    | .                           | .                           |
| Family law                                     | 7      | 150                         | 175    | 189  | 250                         | 250                         |
| Foreclosure, lender                            | 1      | .                           | .      | .    | .                           | .                           |
| General practice                               | 1      | .                           | .      | .    | .                           | .                           |
| Personal injury (plaintiff)                    | 2      | 183                         | 267    | 267  | 350                         | 350                         |
| Probate, administration,<br>decedents' estates | 1      | .                           | .      | .    | .                           | .                           |
| Probate, trust administration                  | 1      | .                           | .      | .    | .                           | .                           |
| Probate, trust litigation                      | 1      | .                           | .      | .    | .                           | .                           |
| Real estate                                    | 1      | .                           | .      | .    | .                           | .                           |
| Total  | 38     | 150                         | 184    | 202  | 250                         | 350                         |

**Primary Field of Practice by Hourly Billing Rates—Other Metro Areas**

|  | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|--|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Business planning                              | 3      | 165                         | 200    | 205  | 250                         | 250                         |
| Criminal (private defendant)                   | 3      | 150                         | 150    | 153  | 160                         | 160                         |
| Criminal (public defendant)                    | 3      | 85                          | 87     | 124  | 200                         | 200                         |
| Family law                                     | 4      | 150                         | 163    | 172  | 194                         | 213                         |
| Intellectual property/trade secrets            | 1      | .                           | .      | .    | .                           | .                           |
| Probate, administration,<br>decedents' estates | 3      | 137                         | 180    | 172  | 200                         | 200                         |
| Probate litigation, decedents' estates         | 1      | .                           | .      | .    | .                           | .                           |
| Probate, trust administration                  | 1      | .                           | .      | .    | .                           | .                           |
| Tax law  | 1      | .                           | .      | .    | .                           | .                           |
| Total  | 20     | 150                         | 175    | 190  | 207                         | 363                         |

**Primary Field of Practice by Hourly Billing Rates – Outstate Lower Peninsula**

|  | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|--|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Administrative law                                   | 1      | .                           | .      | .    | .                           | .                           |
| Auto (not lemon) law                                 | 1      | .                           | .      | .    | .                           | .                           |
| Business planning                                    | 1      | .                           | .      | .    | .                           | .                           |
| Civil litigation                                     | 3      | 200                         | 217    | 228  | 267                         | 267                         |
| Civil rights   | 1      | .                           | .      | .    | .                           | .                           |
| Criminal (private defendant)                         | 4      | 180                         | 200    | 203  | 225                         | 250                         |
| Criminal (public defendant)                          | 2      | 128                         | 148    | 148  | 167                         | 167                         |
| Family law   | 8      | 180                         | 200    | 198  | 210                         | 250                         |
| General practice                                     | 5      | 190                         | 235    | 220  | 250                         | 250                         |
| Landlord/tenant (residential)                        | 1      | .                           | .      | .    | .                           | .                           |
| Other civil law                                      | 1      | .                           | .      | .    | .                           | .                           |
| Personal injury (plaintiff)                          | 2      | 300                         | 342    | 342  | 383                         | 383                         |
| Probate, administration, decedents'<br>estates       | 7      | 158                         | 200    | 223  | 205                         | 500                         |
| Probate, trust administration                        | 3      | 205                         | 242    | 232  | 248                         | 248                         |
| Public benefits                                      | 1      | .                           | .      | .    | .                           | .                           |
| Public corporation law (including city<br>& village) | 2      | 173                         | 176    | 176  | 178                         | 178                         |
| Real estate  | 3      | 187                         | 200    | 266  | 410                         | 410                         |
| Tax law  | 1      | .                           | .      | .    | .                           | .                           |
| Total  | 47     | 175                         | 200    | 212  | 242                         | 383                         |

**Primary Field of Practice by Hourly Billing Rates—Upper Peninsula**

|   | Number | 25th Percentile | Median | Mean | 75th Percentile | 95th Percentile |
|---|--------|-----------------|--------|------|-----------------|-----------------|
| Arbitration/Mediation                             | 1      |                 |        |      |                 |                 |
| Auto no fault                                     | 1      |                 |        |      |                 |                 |
| Bankruptcy, debtor                                | 1      |                 |        |      |                 |                 |
| Civil litigation                                  | 1      |                 |        |      |                 |                 |
| Collections, creditor                             | 1      |                 |        |      |                 |                 |
| Criminal (private defendant)                      | 3      | 143             | 167    | 170  | 200             | 200             |
| Criminal (public defendant)                       | 1      | 200             | 200    | 200  | 200             | 200             |
| Employment law (defense)                          | 1      |                 |        |      |                 |                 |
| Family law  | 4      | 108             | 135    | 138  | 168             | 175             |
| General practice                                  | 4      | 104             | 143    | 137  | 170             | 180             |
| Other civil law                                   | 1      |                 |        |      |                 |                 |
| Personal injury (defendant)                       | 1      |                 |        |      |                 |                 |
| Probate, administration, decedents' estates       | 1      |                 |        |      |                 |                 |
| Probate, trust litigation                         | 1      |                 |        |      |                 |                 |
| Public benefits                                   | 1      |                 |        |      |                 |                 |
| Public corporation law (including city & village) | 3      | 110             | 175    | 163  | 205             | 205             |
| Real estate                                       | 6      | 153             | 174    | 166  | 195             | 225             |
| Total   | 32     | 117             | 170    | 155  | 188             | 225             |

**Primary Field of Practice by Hourly Billing Rates—Northern Michigan Lower Peninsula**

|   | Number | 25th Percentile | Median | Mean | 75th Percentile | 95th Percentile |
|---|--------|-----------------|--------|------|-----------------|-----------------|
| Administrative law                          | 1      |                 |        |      |                 |                 |
| Arbitration/Mediation                       | 1      |                 |        |      |                 |                 |
| Bankruptcy, debtor                          | 2      | 185             | 193    | 193  | 200             | 200             |
| Business planning                           | 4      | 213             | 236    | 249  | 285             | 333             |
| Civil litigation                            | 5      | 165             | 205    | 197  | 220             | 233             |
| Collections, creditor                       | 1      |                 |        |      |                 |                 |
| Criminal (private defendant)                | 3      | 130             | 153    | 161  | 200             | 200             |
| Criminal (public defendant)                 | 6      | 150             | 156    | 158  | 200             | 210             |
| Employment law (defense)                    | 1      |                 |        |      |                 |                 |
| Family law                                  | 7      | 125             | 175    | 172  | 225             | 250             |
| General practice                            | 3      | 150             | 210    | 191  | 213             | 213             |
| Health & hospital law                       | 1      |                 |        |      |                 |                 |
| Insurance law                               | 1      |                 |        |      |                 |                 |
| Intellectual property/trade secrets         | 1      |                 |        |      |                 |                 |
| Personal injury (defendant)                 | 1      |                 |        |      |                 |                 |
| Probate, administration, decedents' estates | 9      | 180             | 200    | 190  | 210             | 225             |
| Probate, trust administration               | 4      | 163             | 225    | 207  | 252             | 253             |
| Real estate                                 | 5      | 180             | 192    | 209  | 245             | 250             |
| Tax law                                     | 1      |                 |        |      |                 |                 |
| Workers' compensation employer              | 1      |                 |        |      |                 |                 |
| Total                                       | 58     | 153             | 200    | 197  | 222             | 333             |

**Primary Field of Practice by Hourly Billing Rates—Out of State**

|   | Number | 25 <sup>th</sup> Percentile | Median | Mean | 75 <sup>th</sup> Percentile | 95 <sup>th</sup> Percentile |
|---|--------|-----------------------------|--------|------|-----------------------------|-----------------------------|
| Administrative law                          | 1      | .                           | .      | .    | .                           | .                           |
| Appellate law                               | 2      | 300                         | 338    | 338  | 375                         | 375                         |
| Arbitration/Mediation                       | 1      | .                           | .      | .    | .                           | .                           |
| Auto no fault                               | 1      | .                           | .      | .    | .                           | .                           |
| Bankruptcy, creditor                        | 1      | .                           | .      | .    | .                           | .                           |
| Bankruptcy, debtor                          | 2      | 200                         | 250    | 250  | 300                         | 300                         |
| Business planning                           | 3      | 250                         | 325    | 450  | 775                         | 775                         |
| Civil litigation                            | 16     | 250                         | 300    | 312  | 355                         | 450                         |
| Construction law                            | 2      | 167                         | 196    | 196  | 225                         | 225                         |
| Consumer law (including lemon law)          | 4      | 253                         | 368    | 325  | 398                         | 400                         |
| Employment law (plaintiff)                  | 4      | 200                         | 267    | 346  | 492                         | 700                         |
| Employment law (defense)                    | 2      | 310                         | 333    | 333  | 355                         | 355                         |
| Environmental law                           | 2      | 250                         | 348    | 348  | 445                         | 445                         |
| Family law                                  | 4      | 115                         | 188    | 158  | 200                         | 200                         |
| Foreclosure, lender                         | 1      | .                           | .      | .    | .                           | .                           |
| Health & hospital law                       | 1      | .                           | .      | .    | .                           | .                           |
| Immigration law                             | 1      | .                           | .      | .    | .                           | .                           |
| Insurance law                               | 5      | 220                         | 222    | 214  | 240                         | 250                         |
| Intellectual property/trade secrets         | 15     | 250                         | 300    | 357  | 450                         | 665                         |
| Other civil law                             | 2      | 300                         | 570    | 570  | 840                         | 840                         |
| Personal injury (defendant)                 | 3      | 180                         | 225    | 215  | 240                         | 240                         |
| Personal injury (plaintiff)                 | 6      | 250                         | 288    | 296  | 350                         | 350                         |
| Probate, administration, decedents' estates | 5      | 200                         | 225    | 265  | 300                         | 400                         |
| Guardianship & conservatorship              | 2      | 225                         | 313    | 313  | 400                         | 400                         |
| Probate, trust administration               | 2      | 350                         | 425    | 425  | 500                         | 500                         |
| Real estate                                 | 5      | 242                         | 300    | 263  | 300                         | 303                         |
| Tax law                                     | 10     | 300                         | 373    | 399  | 532                         | 625                         |
| Total                                       | 103    | 225                         | 300    | 312  | 355                         | 613                         |



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